

VOL. XLII
NUMBER 12



DECEMBER
1942

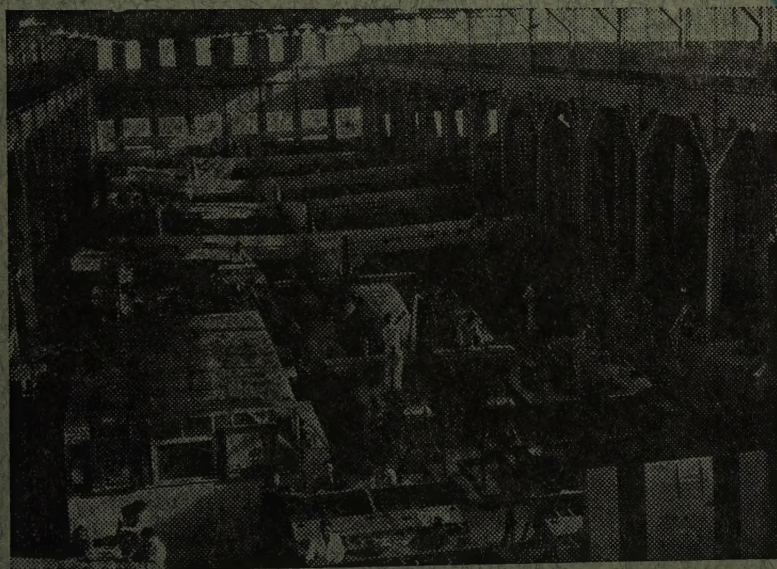
Doc 8
JAN 20 1943

THE Labour Gazette

Published Monthly

Department of Labour

CHICAGO PUBLIC
LIBRARY
JAN 27 1943
Doc.



Canadian Workmen Turning Out Harvard Training Machines for the
British Commonwealth Air Training Plan

In this Issue:

*Collective Bargaining Rights Extended to Crown
Company Employees*

*Design for Post-war Social Security in Great Britain
(Report of Sir William Beveridge)*

Emergency Coal Production Board Established

Man-power Regulations in the United States

Functions of the Department of Labour

The Department of Labour of Canada has functioned for forty-two years as the agent of the Federal Government charged with the administration of labour legislation. During the present war the Department's activities have been widely expanded. The functions of the principal branches of the Department and agencies associated with it are:—

Industrial Relations.—The Industrial Relations Branch is charged with the administration of the Industrial Disputes Investigation Act, 1907, Chap. 112, R.S.C., 1927, which provides for the establishment of Boards of Conciliation and Investigation in cases of disputes affecting mines, agencies of transportation and communication and certain public utilities. In November 1939, the scope of the statute was extended to cover war work. Preliminary inquiries under the Act are made by Industrial Disputes Inquiry Commissioners.

The Branch also administers the Conciliation and Labour Act, Chap. 110, R.S.C., 1927, which empowers the Minister of Labour to inquire into the causes and circumstances of a dispute and take measures considered expedient to effect a settlement. For the purpose of administering the Act, the Department maintains a staff of Industrial Relations Officers at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, and Fredericton. The office of the Director of Industrial Relations is located in Ottawa.

Statistics and Research.—The collection, compilation and publication of statistics on wages, hours, prices, cost of living, strikes and lock-outs, industrial accidents and industrial agreements, also of reports on labour organization and organization in industry, commerce and the professions; the conduct of investigational and research work bearing on industrial relations, labour conditions and labour legislation; the publication of bulletins of information on these subjects.

Labour Gazette.—The monthly publication of the *LABOUR GAZETTE* contains a review of the labour-industrial situation throughout Canada.

The Vocational Training Co-ordination Act, 1942.—It provides training in vocational and industrial plant schools for persons being absorbed in war industries; trade training in vocational schools for members of the armed forces; rehabilitation training for discharged members of the forces; youth training including aid to university students and training in agriculture.

Combines Investigation Act.—The administration of the Combines Investigation Act, Chap. 26, R.S.C., 1927, an Act to provide for the investigation of combines, monopolies, trusts and mergers.

Dominion Government Annuities.—The administration of the Government Annuities Act, Chap. 7, R.S.C., 1927, whereby provision may be made for old age by the purchase of annuities by individuals, or associations on behalf of their members, or by employers on behalf of their employees.

Unemployment Insurance Commission.—The Commission administers the Unemployment Insurance Act, 1940, which provides for a national unemployment insurance system and employment service. The employment service now functions as the field organization of National Selective Service.

National War Labour Board.—This tribunal, with its regional divisions administers the Government's wartime wages policy as set forth in Order in Council P.C. 5963, including the administration of the Fair Wages and Hours of Labour Act, 1935; and Order in Council P.C. 7679 governing the application of minimum rates of pay to all employees of Government contractors and subcontractors.

National Selective Service.—This body administers the Government's man-power mobilization policy, including the maintenance of a man-power inventory; determines the persons who may enter restricted occupations and industries, and allocates labour to essential industries.

Wartime Bureau of Technical Personnel.—The bureau organizes the placement of scientific and technical engineering personnel for war industries and the government services.

Library.—The maintenance of a library of publications on labour and economic subjects.

International Labour Organization (League of Nations).—The collection and transmission of information in connection with the work of the International Labour Conference and Office, including related correspondence with Federal and Provincial Government Departments and with organizations of employers and employees.

PRINCIPAL CONTENTS OF THIS ISSUE

	Page
Monthly summary of matters of industrial interest.....	1365
Industrial employment—Prices and cost of living—Business statistics— Report of Employment and Selective Service Offices—Unemployment in trade unions—Strikes and lockouts.	
Notes of current interest.....	1367
Arthur MacNamara appointed Director National Selective Service—Resig- nation of Dr. Stewart as Deputy Minister—Reference to Supreme Court respecting validity of Emergency Legislation—Wartime Wages Control Order extended to municipalities—Appointment of General Supervisor of Japanese Reallocation—Control of employment of university science students—British shipbuilding workers visit U.S. and Canadian ship- yards—New committee established to deal with housing shortage— Industrial Disputes Investigation Act—Increased hours for Government employees—Controller of Loading Operations for Halifax appointed— Decision by B.C. Supreme Court in dispute involving union recogni- tion—Fair wages and conditions in government contracts in Britain— Hours of young persons in Britain in building and engineering—"Main- tenance of membership" clause in United States union contracts —Power over food program given U.S. Secretary of Agriculture— Determining optimum hours in United States war plants—Limitation on hours of work in Australia—New Zealand industrial man-power regulations.	
Recent proceedings under the Industrial Disputes Investigation Act.....	1374
Conciliation work of the Department of Labour during November, 1942.....	1394
Strikes and lockouts in Canada during November, 1942.....	1398
Strikes and lockouts in Great Britain and other countries.....	1401
Collective bargaining rights extended to Crown company employees.....	1402
New Order in Council establishes right of workers in Government owned companies to join trade unions and bargain collectively.	
Emergency Coal Production Board established.....	1404
Action taken to relieve shortages—New Board given wide powers to stimu- late increased production.	
Design of post-war social security in Great Britain.....	1406
Summary of report by Sir William Beveridge on "Social Insurances and Allied Services".	
Activities of National Selective Service.....	1412
Man-power regulations in the United States.....	1415
Price control in Canada during November, 1942.....	1417
I.L.O. review of industrial relations in wartime.....	1422
National service for women in Great Britain.....	1423
Labour and industry in Ontario, 1942.....	1424
War emergency training program.....	1427
Statistical summary for November, 1942.	
Recent regulations under Dominion and provincial legislation.....	1435
Fifth annual convention of the Congress of Industrial Organizations.....	1441
Activities of Unemployment Insurance Commission.....	1443
Employment and unemployment in Canada.....	1452
Sex distribution of persons in recorded employment.....	1464
Employment and unemployment in Great Britain and the United States.....	1478
Recent industrial agreements and schedules of wages.....	1480
Collective Agreement Act, Quebec.....	1489
Recent proceedings under the Act.	
Prices, retail and wholesale in Canada, November, 1942.....	1491
Cost of living, prices of staple articles and index numbers.	
Prices in Great Britain and other countries.....	1502
Recent legal decisions affecting labour.....	1503

Publications of the Department of Labour

Labour Gazette

Published monthly in English and French, SUBSCRIPTION RATES: Canada, United States and Mexico, 20 cents per annum, postage prepaid. All other countries \$1 per annum, postage prepaid. Subscriptions are payable in advance and should be addressed, with postal note or money order to Circulation Manager, Department of Labour, Ottawa. Bound volumes for 1941 and for earlier years are available at \$2 each.

Annual Report of the Department of Labour—

An outline of the activities of the Department during the fiscal year ended March 31, 1941. PRICE, 25 cents.

Wartime Orders in Council affecting Labour.

April, 1942. PRICE, 20 cents.

Unemployment Relief—

Reports of Dominion Commissioner: FREE ON APPLICATION.

Employment Service of Canada—

Annual Report of the Director. FREE ON APPLICATION.

Dominion Government Annuities—

Annual Report of the Superintendent. Booklets, Table of Rates, etc. FREE ON APPLICATION.

Combines Investigation Act—

Report of Commissioner on Alleged Combine in the Distribution of Fruit and Vegetables in Western Canada. Feb. 18, 1925. PRICE, 20 cents.

Report of Registrar on Alleged Combine Limiting Competition in the Marketing of New Brunswick Potatoes, June 9, 1925. PRICE, 20 cents.

Report of Registrar on Alleged Combine in the Manufacture and Sale of Bread in the City of Montreal, March 25, 1926. PRICE, 10 cents.

Report of Commissioner on Alleged Combine in the Distribution of Fruits and Vegetables Produced in Ontario, July 31, 1926. PRICE, 15 cents.

Interim Report of Registrar on the Proprietary Articles Trade Association, an alleged Combine of Wholesale and Retail Druggists and Manufacturers, established to fix and maintain Resale Prices of Proprietary Medicines and Toilet Articles, Sept. 6, 1926. PRICE, 10 cents.

Report of Commissioner on the Proprietary Articles Trade Association, Oct. 24, 1927. PRICE, 10 cents.

Report of Commissioner on the Amalgamated Builders' Council and Related Organizations, an alleged Combine of Plumbing and Heating Contractors and others in Ontario, Oct. 31 and Dec. 18, 1929. PRICE, 25 cents.

Report of Commissioner on the Electrical Estimators' Association, an Alleged Combine of Electrical Contractors, in the City of Toronto, October 4, 1930. PRICE, 25 cents.

Report of Registrar on Alleged Combine in the Bread-Baking Industry in Canada, February 5, 1931. PRICE, 25 cents.

Report of Commissioner on Alleged Combine in the Motion Picture Industry in Canada, April 30, 1931. PRICE, 50 cents.

Report of Registrar on Alleged Combine of Tobacco Manufacturers and other buyers of raw leaf tobacco in Ontario, March 4, 1933. PRICE, 25 cents.

Report of Registrar on Alleged Combine in the Importation and Distribution of British Anthracite Coal in Canada, April 21, 1933. PRICE, 25 cents.

Report of Commissioner under Inquiries Act on Anthracite coal, February 3, 1937. PRICE, 25 cents.

Report of Commissioner on Alleged Combine in the Distribution of Tobacco Products in Alberta and elsewhere in Canada, August 31, 1938. PRICE, 25 cents.

Report of Commissioner on Alleged Combine in the Manufacture and Sale of Paperboard Shipping Containers and Related Products, March 14, 1939. PRICE, 25 cents.

Report of Commissioner on Alleged Combine of Wholesalers and Shippers of Fruits and Vegetables in Western Canada, October 31, 1939. PRICE, 25 cents.

Labour Organization in Canada—

Published annually. Contains full information on trade unions, their origin, organization, officers, etc., with outlines of chief events in each year in connection with labour activities. PRICE of each annual edition, 50 cents (1932 edition, 25 cents).

Twelfth Report on Organization in Industry, Commerce and the Professions in Canada, 1937. PRICE, 25 cents.

Technical Education—

Annual Report, FREE ON APPLICATION.

Report of Royal Commission on Technical Education, 1913. (In four parts, Part 3 out of print.) PRICE, 50 cents.

Labour Legislation as existing in Canada on December 31, 1937.

Contains text of Dominion and Provincial labour laws. PRICE, one dollar.

Supplement—Legislation in 1940. PRICE, 25 cents.

The Employment of Children and Young Persons in Canada. (December, 1930). PRICE, 25 cents.

Trade Union Law in Canada. (January, 1935.) PRICE, 50 cents.

Report on Wages and Hours of Labour in Canada, 1941. FREE ON APPLICATION.

Report on Prices in Canada and Other Countries, 1941. FREE ON APPLICATION.

Strikes and Lockouts in Canada and Other Countries, 1941. FREE ON APPLICATION.

Bulletins of Industrial Relations Series:

PRICE, 10 cents each.

No. 1—Joint Councils in Industry.

No. 2—Report of a Conference on Industrial Relations held at Ottawa, February 21-22, 1921.

No. 3—Joint Conference of the Building and Construction Industries in Canada, held at Ottawa, May 3-6, 1921.

No. 4—Employees' Magazines in Canada. OUT OF PRINT.

No. 5—Canada and the International Labour Conference.

No. 6—The International Labour Organization—Laws of Canada bearing on Draft Conventions and Recommendations. OUT OF PRINT.

No. 7—Canadian Railway Board of Adjustment No. 1—Report of Proceedings of Board from September 1, 1920, to September 30, 1923.

No. 8—National Conference regarding Winter Employment in Canada, Sept. 3-4, 1924—Report of Proceedings and Discussion.

No. 9—Canadian Railway Board of Adjustment No. 1—Report of Proceedings of Board from Oct. 1, 1923, to September 30, 1927.

No. 10—Report of Proceedings of Board from Oct. 1, 1927, to September 30, 1930.

No. 11—Government intervention in Labour Disputes in Canada. OUT OF PRINT.

No. 12—Canadian Railway Board of Adjustment No. 1—Report of Proceedings of Board from Oct. 1, 1930, to September 30, 1933.

No. 13—Canadian Railway Board of Adjustment No. 1—Report of Proceedings of Board from October 1, 1933, to September 30, 1936.

No. 14—Canadian Railway Board of Adjustment No. 1—Report of Proceedings of Board from October 1, 1936, to September 30, 1939.

Report of Judicial Proceedings respecting Constitutional Validity of The Industrial Disputes Investigation Act, 1907, and Amendments of 1910, 1918, 1920.—PRICE, 50 cents.

Review of Dominion-Provincial Youth Training Programme. FREE ON APPLICATION.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

Minister—Hon. HUMPHREY MITCHELL

Deputy Minister—BRYCE M. STEWART

Associate Deputy Minister—A. MACNAMARA

JAN 27 1943

O.C.

VOLUME XLII]

DECEMBER, 1942

[NUMBER 12

MONTHLY SUMMARY OF MATTERS OF INDUSTRIAL INTEREST

Industrial Employment—Prices and Cost of Living—Business Statistics— Report of Employment and Selective Service Offices— Unemployment in Trade Unions— Strikes and Lockouts

EMPLOYMENT in Canada showed further expansion at October 1, resulting in a new all-time high; the increase from September was rather greater-than-average for the autumn according to the experience of past years, although it was smaller than at the beginning of October in 1939, 1940 or 1941. Statements were received by the Dominion Bureau of Statistics from 13,200 employers in the eight leading industrial groups, each establishment having a minimum of fifteen employees; their staffs included 1,403,353 men and 412,319 women, a total of 1,815,672 persons, as compared with 1,795,420 at September 1. The payrolls disbursed at October 1 amounted to \$53,549,615, while the weekly earnings reported by the same employers at the beginning of September were \$52,591,352. The latest per capita weekly average was \$29.49, compared with \$29.29 in the preceding period of observation, and \$26.37 at October 1, 1941.

The index of employment (based upon the average for the calendar year 1926 as 100), stood at 181.3 at October 1, 1942, compared with 179.3 at September 1, 1942, and 165.8 at October 1, 1941. At the same date in immediately preceding years of the record, the index has been as follows: 1940, 136.2; 1939, 121.7; 1938, 116.7 and 1937, 125.7. The seasonally adjusted index also showed a slight increase, rising from 172.3 in the preceding month, to 172.5 at the beginning of October. These crude and corrected index numbers are calculated from returns furnished by employers in the following industries: manufacturing, logging, mining, communications, transportation, construction and maintenance, services (hotels and restaurants and laundries and dry-cleaning establishments), and trade. Where

the index of employment in these industries has risen by 9.3 per cent from October 1, 1941, to October 1, 1942, that of payrolls has increased by 21.7 per cent.

Prices and the Cost of Living.—The official index of the cost of living calculated by the Dominion Bureau of Statistics and based upon prices during the period 1935 to 1939 as 100 was 118.6 at the beginning of November; 117.8 at the beginning of October; 116.3 for November, 1941; 107.8 for November, 1940; and 100.8 for August, 1939.

The advance since the outbreak of war therefore was 17.7 per cent. This compares with an increase of 37.2 per cent for the similar period of the last war. Since the introduction of price control the index, after adjustment to the base August, 1939 as 100, has advanced 3.1 points between October, 1941, and November, 1942, as compared with an increase of 23.2 points for the corresponding period during the last war after the index was similarly adjusted to the base July, 1914.

In wholesale prices the Dominion Bureau of Statistics index number on the base of 1926 as 100 was 97.1 for November as compared with 96.8 for October, 94 for November, 1941, and 72.3 for August, 1939. The increase between August, 1939, and November, 1942, was 34.3 per cent and between July, 1914, and October, 1917, was 82.1 per cent.

Business Statistics.—The table on page 1366 gives the latest statistics available reflecting industrial conditions in Canada. The index of the physical volume of business which reflects activity in mining, manufacturing, construction, electric power production, and in the distribution of goods was slightly higher in

November than in the preceding month due to a substantial advance in manufacturing. The other principal groups were lower. The indexes of mineral production and construction were both considerably lower than in October, 1941, but the other principal groups were higher. The index of employment at the beginning of October was at the highest point in the record being 9 per cent higher than in October, 1941, and about 52 per cent higher than at September 1, 1939.

The business index averaged 24.3 per cent higher for the first ten months of 1942 than for the corresponding period in 1941. Manufacturing production averaged 40.6 per cent

higher in the same comparison, wholesale sales 11.8 per cent higher, retail sales 15.1 per cent and the general index of employment 15 per cent higher. Cumulative figures for the months' period show factory cheese production 39.7 per cent more in 1942 than in 1941, while creamery butter production was 2.3 per cent lower. The number of cigarettes released increased 15.8 per cent, steel ingot production 31 per cent, electric power production 13.5 per cent and the number of cars loaded 6.3 per cent. The production of flour declined 4.4 per cent, and newsprint 5.1 per cent. Cattle slaughterings declined 6.2 per cent and the value of construction contracts 29 per cent.

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA*

(Official statistics except where noted)

	1942			1941		
	November	October	September	November	October	September
Employment Index.....(1)		181.3	179.3	167.6	165.8	162.2
Unemployment percentage (trade union members).....(2)	0.7	0.8	0.9	3.1	2.7	2.2
Prices, wholesale, Index.....(1)	97.1	96.8	96.0	94.0	93.8	93.3
Cost of living index.....(2)	118.6	117.8	117.4	116.3	115.5	114.4
Retail sales unadjusted index.....(2)		174.0	153.4	147.1	152.5	137.7
Retail sales adjusted index.....(6)(2)		151.8	152.2	138.6	138.1	136.0
Wholesale sales.....(2)		170.7	177.9	147.4	170.5	171.1
Common stocks index.....(2)	167.9	65.0	62.6	68.8	69.1	71.4
Preferred stocks index.....(2)		96.2	95.6	102.6	102.2	103.5
Bond yields, Dominion index.....(2)	199.6	99.6	99.4	99.1	100.2	100.3
Physical Volume of Business Index.....(6)(2)		207.2	206.1	183.7	178.7	177.4
INDUSTRIAL PRODUCTION.....(2)		238.6	235.1	202.3	198.6	196.4
Mineral production.....(2)		195.7	225.8	291.0	299.6	284.4
Manufacturing.....(2)		262.6	253.3	199.6	192.3	190.7
Construction.....(2)		99.2	128.4	127.9	144.4	165.3
Electric power.....(2)		138.5	140.0	137.5	137.4	136.3
DISTRIBUTION.....(2)		142.1	145.8	145.3	137.5	137.7
Tons carried, freight.....(2)		134.5	132.3	139.6	124.1	127.7
Bank debits to individual accounts.....\$		4,073,390,537	3,516,107,197	3,426,905,805	3,627,176,887	3,300,731,349
Bank notes in circulation.....(8)\$			563,700,000	442,419,376	419,999,648	422,014,388
Bank deposits in savings.....\$		1,708,732,999	1,748,248,134		1,135,522,582	1,555,152,222
Bank loans, commercial, etc.....\$		1,007,598,156	978,147,745	1,128,629,395	1,146,247,168	1,143,203,422
Railway—						
Car loadings, revenue freight cars.....(9)	279,474	288,077	266,139	273,662	279,363	271,404
Canadian National Railways, revenues.....\$			33,860,000	27,292,966	28,760,510	27,133,000
Operating expenses.....\$			22,363,692	18,943,937	19,727,676	18,205,622
Canadian Pacific Railway, traffic earnings.....\$		22,799,000	22,113,749	20,208,000	21,577,000	19,268,000
Canadian Pacific Railway, operating expenses, all lines.....\$		17,081,050	18,544,572	15,006,465	15,638,764	15,801,590
Steam railways, freight in ton-miles.....			4,550,495,000	4,711,258,000	4,795,930,000	4,447,201,000
Building permits.....\$	7,624,195	8,180,606	10,876,959	11,465,444	13,137,206	12,579,488
Contracts awarded.....(10)\$	22,085,500	21,412,800	29,675,100	22,889,500	29,082,000	39,363,800
Mineral production						
Pig iron.....tons		175,424	155,900	133,735	153,568	125,168
Steel ingots and castings.....tons		271,127	244,922	221,367	249,595	224,620
Ferro-alloys.....tons		18,266	18,548	17,078	18,826	18,941
Gold.....ounces			374,056	442,837	461,168	445,085
Coal.....tons		1,588,595	1,467,272	1,825,158	1,869,666	1,599,014
Timber scaled in British Columbia.....bd. ft.		214,881,097	245,564,067	329,960,699	202,205,314	200,661,049
Flour production.....bbls.		1,851,062	1,737,472	1,664,803	1,595,931	1,647,910
Footwear production.....pairs		2,992,325	2,807,754	2,935,564	3,141,512	3,027,252
Output of central electric stations.....k.w.h.		3,166,176,000	2,946,611,000	3,183,982,000	3,140,317,000	2,866,647,000
Sales of insurance.....\$		57,149,000	55,065,000	44,470,000	41,305,000	33,546,000
Newsprint production.....tons		271,560	257,618	300,310	318,800	298,300
Carloadings.....		124.6	117.4	124.8	120.6	191.1

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price \$1.00 per year.

† Week ended November 26, 1942.

(1) Base, 1926=100.

(2) Base, 1935-1939=100.

(3) Figures are for the end of the preceding month.

(4) Notes in the hands of the public.

(5) Adjusted, where necessary for seasonal variation.

(6) Figures for four weeks ended November 28, 1942, and corresponding previous periods.

(7) MacLean's Building Review.

Report of the Employment and Selective Service Offices.—Reports received from the Employment and Selective Service Offices during October, 1942, showed a marked increase in business transacted, both when compared with the preceding month and the corresponding period a year ago, this computation being based on the average number of placements recorded daily. All industrial divisions participated in the increase under both comparisons, the gain in manufacturing being most pronounced. Noteworthy increases were made in services and construction under the former comparison and in trade and construction under the latter. Vacancies in October, 1942, numbered 271,118, applications 252,595 and placements in regular and casual employment 161,385.

Unemployment in Trade Unions.—At the beginning of November, 1942, the percentage of unemployment among trade union members stood at 0.7 in contrast with percentages of 0.8 in October and 3.1 in November, 1941. The percentage for November was based on returns compiled from 2,246 labour organiza-

tions with a total membership of 389,236 persons.

Strikes and Lockouts.—During the month of November, 1942, there were 27 strikes and lockouts recorded, involving 20,490 workers and causing a time loss of 103,770 man working days, as compared with 26 strikes in October, 1942, with 6,107 workers involved and a time loss of 26,926 days. The figures for the month of November, 1941, showed 12 strikes, involving 4,740 workers and causing a time loss of 41,764 days. During the month under review one strike of motor vehicles factory workers at Windsor, Ont. accounted for more than 70 per cent of the workers involved and over 80 per cent of the time loss.

Of the 27 strikes during November of this year 25 were terminated during the month. Three resulted in favour of the workers, four in favour of the employers, six were compromise settlements and 12 were indefinite in result. Two strikes involving 297 workers were recorded as unterminated at the end of the month.

NOTES OF CURRENT INTEREST

Following the resignation of Elliott M. Little as Director of National Selective Service, Arthur MacNamara, Associate Deputy Minister of Labour, was appointed

Arthur MacNamara appointed Director National Selective Service

on November 19 to take over direction of National Selective Service. Mr. MacNamara was formerly Deputy Minister of Public Works and Labour in the Province of Manitoba. In January, 1940, at the request of the late Hon. Norman Rogers, the Manitoba Government loaned Mr. MacNamara to the Federal Government to organize the Dependents' Allowance Board. He became Acting Chairman of this Board, a position which he held until he was appointed Associate Deputy Minister of Labour for the Dominion Government.

On January 7, 1941, Mr. MacNamara was appointed Acting Chief Commissioner of the Unemployment Insurance Commission and remained at this post during the establishment of the nation-wide organization of the Commission. In March, 1942, he returned to the Department of Labour to resume his duties of Associate Deputy Minister of Labour on a full time basis.

In a statement to the press, Mr. MacNamara indicated that the man-power policy being followed by National Selective Service could be stated briefly as follows: (1) Men required for the armed forces are to be supplied; (2) the needs of war plants are to be met with man-power and woman-power; and, to the extent necessary, less essential indus-

tries will be curtailed; (3) voluntary effort is to be used where possible; (4) when the voluntary system falls down, "which it has not yet", more compulsory methods will be adopted.

Resignation of Dr. Stewart as Deputy Minister

After over two years of service in the administration of Canada's wartime labour policy, during which period he initiated much of the program now in effect, Dr. Bryce M. Stewart, resigned his post as Deputy Minister of Labour to resume his directorship of research with Industrial Relations Counsellors, Rockefeller Foundation, New York, from which institution he was on loan to the Dominion Government.

In announcing the return of Dr. Stewart to the Rockefeller Foundation, the Minister of Labour, Hon. Humphrey Mitchell, stated that Dr. Stewart's outstanding service to Canada's wartime program would not be entirely severed as the former deputy would continue to act as a special adviser to the Department.

Graduating from Queen's University in 1911, Dr. Stewart entered the Department of Labour in 1914 as a labour research worker and statistician. In June, 1917, he was promoted to the editorship of the LABOUR GAZETTE. The aftermath of the war with its problems of employment then engaged his activities, and he was appointed Director of the Employment Service of Canada in December, 1919, a post which he held until 1922.

From 1922-27, Dr. Stewart was in charge of the administration of the employment ex-

changes under the employment insurance program established by the Amalgamated Clothing Workers of America. In 1927 he became a member of the Industrial Relations Counsellors and from 1930-31 he was a member of President Hoover's emergency council for employment. In 1930 he became a member of the state advisory council, New York employment service, and in 1933 was appointed to the Federal Advisory Council, United States Employment Service.

Dr. Stewart has contributed to modern labour studies and surveys in a series of books and articles, dealing particularly with employment office practice and procedure, labour laws, and unemployment compensation.

**Reference to
Supreme Court
respecting
validity of
Emergency
Legislation**

On November 11, 1942, a County Court Judge at Toronto held that certain orders issued by the Controller of Supplies were ultra vires on the ground that the Governor in Council did not have power under the War Measures Act to delegate legislative power to a Controller, Board or other body. Following this decision several other magistrates dismissed charges under orders of the Wartime Prices and Trade Board and under the Selective Service Regulations.

As a result of the doubt raised as to the validity of such a large body of emergency orders, the Government has referred the question in issue to the Supreme Court of Canada by way of a reference, hearings in which began on December 14.

The reference asks a determination as to the validity of Order in Council P.C. 4996, dated July 10, 1941, establishing the Regulations Respecting Chemicals, and of an order of the Controller of Chemicals passed pursuant to that Order in Council and purporting to restrict the production and use of glycerine for purposes other than the manufacture of munitions.

It is expected that the decision of the Supreme Court of Canada will settle the question as to the validity not only of the orders of the various Controllers of the Department of Munitions and Supply but also the orders of the Wartime Prices and Trade Board, the Foreign Exchange Control Board, the National War Labour Board, as well as orders issued by the Director of Selective Service and other similar authorities.

**Wartime Wages
Control Order
extended to
municipalities**

According to a new Order in Council (P.C. 11096, December 10, 1942) Canada's Wartime Wages Control Order may now apply to municipalities of the various provinces, with the consent of the province concerned.

The Wartime Wages Control Order (P.C. 5963, July 10, 1942) had previously stated that municipalities were not to be classified "employers" within the meaning of the Order. The new amendment, which was introduced on the recommendation of the Minister of Labour, indicates that wages of municipal employees may become stabilized and subject to cost-of-living bonus provisions, with the consent of the province within which the municipality is situated. The text of the Order is as follows:—

Whereas representations have been made to the Minister of Labour that it is desirable to provide that municipalities may, with the consent of the Lieutenant Governor in Council of the province in which the municipalities are situated, be employers subject to the provisions of the Wartime Wages Control Order (Order in Council P.C. 5963, dated July 10, 1942);

Therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of Labour, and under and by virtue of the powers conferred by the War Measures Act, is pleased to amend the Wartime Wages Control Order (P.C. 5963, dated July 10, 1942) and it is hereby amended by striking out the word "or" at the end of paragraph (iv) of subsection one of section eleven thereof and adding thereto the following proviso:

"Provided that if the Lieutenant Governor in Council of a Province by order consents, or if a Minister of the Government of a province authorized in that behalf by the Lieutenant Governor in Council of such province signifies in writing to the Minister of Labour that he consents to the application of the provisions of this Order in respect of a municipality or municipalities in such province, such municipality or such municipalities shall on and after the date of such consent be an employer or be employers respectively subject to the provisions of this Order."

**Appointment of
General
Supervisor
of Japanese
Reallocation**

The Minister of Labour, Hon. Humphrey Mitchell, announced recently that Mr. George Collins of Winnipeg had been appointed General Supervisor of Japanese Reallocation under the direction of the Deputy Minister of Labour. The appointment of Mr. Collins, former Assistant Deputy Minister of Public Works for Manitoba, is effective immediately.

The Minister gave as reasons for the appointment the fact that the initial step in the evacuation was completed, namely, the removal of all Japanese from the restricted areas of British Columbia, and that the Commission members accordingly took the view that the usefulness of the British Columbia Security Commission as an administrative body was over.

The Minister considered that the Commission had carried out a very difficult task in a most efficient and humane manner, and that a great deal of credit was due to the Commissioners, Major Austin Taylor and Messrs. J. Mead and J. Shirras, and also to his Asso-

ciate Deputy, Arthur MacNamara, who had a great deal to do with the direction of the movement.

The Minister also issued a statement showing the general results attained in Japanese evacuation as at October 31, 1942, which reads in part as follows:—

"Current R.C.M.P. records indicate that there were 23,546 Japanese resident in Canada prior to the formation of the Commission. Of these 21,349 were located in the restricted areas. A total of 579 persons evacuated the restricted areas voluntarily prior to March, 1942, and are spread across Canada but under R.C.M.P. supervision. As of this date we have evacuated 19,867 and to the best of our knowledge there remain roughly 225 Japanese including our Hastings Park hospital population of 105. Also, there are a few Japanese families where the husband is a Japanese and the wife is a white woman and vice versa, with their children, who will be permitted to remain in the protected areas for the time being by instructions from the Department of Justice."

The Commission reported that evacuated Japanese had been assigned to the following projects in different sections of the country: road camp projects; sugar beet projects; interior housing projects; self-supporting projects (under supervision); and industrial projects. In addition, a number of Japanese had been given special permits to approved employment.

A long-range policy is being developed to assimilate the Japanese as far as possible into productive employment across Canada where their services will aid the Canadian war effort.

Control of employment of university science students

An Order in Council has been passed which is designed to make the most effective use, for the war effort, of university-trained science students. The new regulations, which came into effect on December 1, require all university science students to make known whether they wish to volunteer in the armed forces as technical officers. Science students who do not volunteer for such service must upon graduation accept employment in such essential work as the Minister of Labour may require.

The Order (P.C. 9566) was passed on the recommendation of the Minister of Labour, having been approved in principle by the Department of Munitions and Supply, the Department of National Defence, and several Canadian universities.

The Order requires the armed forces of Canada, the government departments and agencies of the Dominion and provinces, and all other employers of technical personnel, to supply the Minister of Labour with informa-

tion as their present or future requirements of technical persons for essential work. Universities are to furnish information as to their science students; and if the Minister finds the number insufficient to meet requirements he may recommend steps to train the necessary number of technical persons.

Before a person is permitted to commence or continue work as a science student, he must fill out a prescribed form indicating whether he wishes to volunteer for military service as a technical officer. Universities will supply the Minister with the names of those who wish to volunteer for technical duty. The Minister will thereupon submit lists of selected names for the consideration of the various branches of the armed forces.

Every science student must undergo medical examination at the requirement of the Department of National Health.

If the Minister finds that the number wishing to volunteer is inadequate, he "may request any science student to accept such status in the reserve army and undergo such military studies and duties, whether during the academic year or not, as he may specify". No university may retain any person as a science student who refuses to comply with such a request.

The Departments of National Defence and of Munitions and Supply are to provide such facilities for the training of science students as the Minister may from time to time require.

The Order states that those science students who do not volunteer for service in the armed forces must, upon completing their courses, "accept employment in such essential work as the Minister may require and remain in such employment during each day the Minister so requires".

Rigid restrictions are placed upon the solicitation of science students for employment. No person, "whether acting or pretending to act on behalf of any of the armed forces or any department or agency of government, or not", shall interview, solicit, offer employment to, or take into employment, any science student either before or after graduation, with regard to any employment, office, or position.

Penalties for contravention of these regulations consist of a fine of fifty to five hundred dollars or imprisonment of one month to a year, or both, for a first offence, with higher penalties for any subsequent offence.

British shipbuilding workers visit U.S. and Canadian shipyards

A number of representatives of the principal shipbuilding trade unions of the United Kingdom will visit Canadian shipbuilding yards to study our methods of production, it was announced on November 30 by the

Hon. Humphrey Mitchell, Minister of Labour.

Arrangements have been made in Great Britain with the Rt. Hon. Ernest Bevin, Minister of Labour, and the Rt. Hon. A. V. Alexander, First Lord of the Admiralty, to have these representatives visit shipbuilding yards in the United States and Canada. It is expected that the delegation which will leave Great Britain in the near future will follow out an itinerary in the United States and then will visit shipyards in the St. Lawrence, Vancouver, and Great Lakes districts.

The delegation consists of 72 representatives in all of the boilermakers, shipwrights, plumbers, and electrical trade unions. They will be particularly interested in observing methods used in the large scale production of welded ships and other recent developments.

New committee established to deal with housing shortage

In view of the housing shortage which exists in certain localities in Canada and the scarcity of materials and services required for the carrying out of new housing developments, a Committee has been established to co-ordinate the activities of the various governmental organizations concerned with matters affecting housing and the use of building materials. The new body, to be known as the Housing Co-ordination Committee, will plan to make the most efficient and economical use of presently available housing accommodation, and of such materials as may be available for the provision of new dwellings.

In future no housing construction, the cost of which exceeds one thousand dollars, is to be undertaken by any government department or agency without the approval of the Housing Co-ordination Committee.

The members of the Committee, which was established by Order in Council (P.C. 10797), are as follows: The Chairman of the Wartime Industries Control Board; the Controller of Construction appointed by Order in Council P.C. 6657 of August 26, 1941; the President of Wartime Housing Limited; the Associate Deputy Minister of Labour and Director of National Selective Service; the Director, Housing Branch, Department of Finance; and the Real Property Administrator appointed by the Wartime Prices and Trade Board with the approval of the Governor in Council.

The Wartime Prices and Trade Board, acting through the Real Property Administrator, is directed to take all expedient measures to regulate to the best advantage existing housing and commercial accommodation, pursuant to such authority as is conferred from time to time by the Governor in Council; also to make surveys of existing accommodation and make recommendations to the Housing Co-ordination Committee regarding the need for additional construction.

Wartime Housing Limited will continue to make provision for the needs of munition workers by means of temporary housing, in areas where permanent housing is found to be inadequate.

Industrial Disputes Investigation Act

Seventeen applications for the establishment of Boards of Conciliation and Investigation were received during the month of November and the constitution of the boards was completed. Three boards submitted their reports. Three applications were rejected. Eleven disputes were referred to the Industrial Disputes Inquiry Commission for investigation and nine reports were received from Industrial Disputes Investigation Commissioners. Four applications for the establishment of boards were withdrawn, the disputes being recorded as settled.

Full particulars with regard to recent proceedings under the Industrial Disputes Investigation Act will be found elsewhere in this issue in the section commencing on page 1373.

Increased hours for Government employees

Hours of work for employees in the Public Service of Canada have been increased to a minimum of 7½ hours Monday to Friday and 4 hours on Saturday. The new system which came into effect on December 7 as the result of an Order in Council (P.C. 1/10800) affects government employees across the Dominion, and is to continue for the duration of the war.

For the city of Ottawa a special plan of staggered hours was included in the Order designed to ease the transport situation which has become strained due to the increased number of workers in the city.

Controller of Loading Operations for Halifax appointed

Captain R. G. Perchard, Assistant Harbour Master at the Port of Montreal, on the staff of the National Harbours Board, was appointed Controller of Loading Operations for the Port of Halifax, on November 26, 1942, to replace V. C. MacDonald who was appointed on April 30, 1942, but who has now been appointed Acting Assistant Deputy Minister of Labour effective September 1, 1942.

Decision by B.C. Supreme Court in dispute involving union recognition

In a recent decision the British Columbia Supreme Court dismissed an action brought by a lumber company for an injunction restraining a board of arbitration from proceeding with the arbitration. The company declared that no "dispute" existed between the com-

pany and its employees; i.e. no dispute within the meaning of the British Columbia Industrial Conciliation and Arbitration Act.

The question arose out of the failure of the company to enter into a collective agreement with a branch of the International Woodworkers of America. The company claimed that this did not constitute a dispute within the terms of the Act.

The case (details of which may be found in the article entitled "Recent Legal Decisions Affecting Labour," on page 1505 of this issue) is being appealed to the Supreme Court of Canada.

Fair wages and conditions in government contracts in Britain

A new Fair Wages Resolution containing the Fair Wages Clauses to be inserted in Government contracts has been drafted in Britain to replace the existing Resolution adopted in 1909. Parliamentary action

on the draft Resolution is not expected until after the war. Wages and working conditions are now governed by the Conditions of Employment and National Arbitration Order of 1940 (LABOUR GAZETTE, 1940, p. 760) which was passed under the Defence (General) Regulations, 1939, and provides for the settlement of industrial disputes and the adoption throughout an industry of the working conditions established by negotiation or arbitration.

The original Resolution of 1909, which developed from one adopted in 1891 stipulated that contractors must adopt wage rates and hours "not less favourable than those commonly recognized by employers and trade societies," or, if there were no recognized conditions, no less favourable than those prevailing amongst good employers in the district where the work was done or in the nearest comparable district. Moreover, the Resolution stated that "the conditions of employment generally accepted in the district in the trade concerned shall be taken into account in considering how far the terms of the Fair Wages Clauses are being observed." Contractors could not sub-let contracts, except where customary in the trade, without the permission of the Government and were responsible for observance by their sub-contractors of the Fair Wages Clauses.

The new draft Resolution definitely stipulates that contractors must provide fair conditions of work as well as fair wages and must grant them to all their employees in any establishment where the contract is being executed irrespective of whether the workers are employed on the contract. Contractors must also recognize the freedom of their workers to belong to trade unions.

Before an employer is placed on a department's list of firms to be invited to tender, he

must furnish assurance that he has observed the general terms of the Resolution for at least the previous three months. The fair wages and working conditions which must be observed are those established in the district for the industry or trade concerned by joint machinery of negotiation or arbitration. If no conditions have been so established, contractors must observe conditions equivalent to those observed by other employers, not necessarily in the same district, whose general circumstances in the trade or industry are similar to the contractor's circumstances. This clause is to replace the provision requiring contractors to adopt the conditions observed by "good employers" in the district. Disputes as to whether fair wages are being paid will no longer be settled by the Minister of the contracting department as before, but will, if not settled by negotiation, be referred by the Minister of Labour and National Service to an independent tribunal for decision. Contractors are required to furnish the contracting department with a list of sub-contractors and, as before, are to be responsible for the observance of the Resolution by sub-contractors. The practice of requiring contractors to post a copy of the Fair Wages Resolution is made obligatory in the proposed Resolution.

Hours of young persons in Britain in building and engineering

Weekly hours of young persons under 18 in Great Britain employed in building and civil engineering operations have been limited to 48, for those under 16 and to 54 for those aged 16 and 17, by a recent Order effective November 29. The Factories Act prohibits the employment of young persons under 16 for more than 44 hours a week and of boys and girls over 16 and under 18 for more than 48 without special authorization, although a limited amount of overtime is allowed and exceptions are permitted for certain industries. Emergency Orders issued during the war have relaxed these standards in many cases.

The new Order also permits the employment of young persons under 18 on Sundays, contrary to the Factories Act, if a whole holiday is granted in the week immediately preceding or following the Sunday worked. Young persons may not be continuously employed for more than five hours including rest pauses, without a half-hour break for lunch or rest. The Factories Act only allows a five-hour spell if a ten-minute interval is granted in the middle of it; otherwise four and a half hours is the limit.

If a young person works for more than one employer, his employers must keep records of his working hours and intervals to ensure that his employment is in accordance with the Order.

"Maintenance of membership" clause in United States union contracts

The United States War Labor Board has adopted a resolution clarifying the status of union members covered by its standard "maintenance of membership" clause in union

contracts.

At a time when unions have voluntarily given up the right to strike, this clause was devised by the Board as a method of protecting unions in maintaining their status and membership. (LABOUR GAZETTE, July, 1942, page 812). The clause, as it appears in a typical contract approved by the Board, sets forth that after a specified date no existing members of the union concerned may terminate their membership for the duration of the contract without losing their jobs. Before this clause of the contract comes into effect, however, union members are given 15 days during which they can resign from the union if they do not want to be required to maintain their membership in good standing as a condition of employment for the duration of the contract.

The Board declares that certain abuses have arisen in connection with the application of the clause relating to this 15-day "escape period". Union members in several cases have been confused as to their withdrawal rights and employers have attempted to circumvent the operation of the clause by various devices, such as encouraging employees to resign from employment and thereafter rehiring them as non-union employees, or by inducing them to resign from the union during the 15-day period.

The Board, therefore, resolved to set aside any union rules, regulations, laws or constitutional provisions which would otherwise make ineffective the right of the union members to withdraw during the 15-day period. It also resolved that employers "shall refrain from attempting to influence employees to resign from the union and from adopting other means or methods of interfering with the voluntary action and free choice of the employees."

Employees are thus protected, the Board states, from interference by either unions or employers with their freedom to withdraw without losing their jobs.

Power over food program given U.S. Secretary of Agriculture

Control over the production and distribution of food and other farm commodities in the United States has been given to the Secretary of Agriculture, Claude Wickard.

An executive order signed by President Roosevelt has placed Mr. Wickard in charge

of determining the food requirements of the civilian population, the armed services, lend-lease administration, and foreign governments; of formulating and conducting a program to produce the necessary goods; and allocating them when they are produced.

To facilitate administration of the food program, two agencies are being established within the Department of Agriculture, the food production administration, and the food distribution administration. An advisory committee will concern itself with food requirements.

Mr. Wickard has also been placed in charge of all food rationing in the United States.

Determining optimum hours in United States war plants

To supplement the statement of policy regarding maximum hours of work issued by eight agencies of the United States Government (LABOUR GAZETTE, August, 1942, page 881), the United States Division of Labor Standards of the Department of Labor has published a check list by which individual plants may determine their optimum working hours. The Federal agencies recommended a 48-hour week and declared

Plants which are now employing individual workers longer than 48 hours a week should carefully analyze their present situation with respect to output and time lost because of absenteeism, accident, illness, and fatigue. They should re-examine the possibilities of training additional workers now, in order to lessen the need for excessive overtime during the long pull ahead. As rapidly as is feasible, these plants should introduce the hours schedules that will maintain the best possible rate of production for the duration.

The check list explains how plants may determine the optimum hours for each type of work by keeping records of output, accidents, illness, voluntary absenteeism, labour turnover, spoiled work and grievances, and observing differences in the statistics under different hours-schedules. It also suggests that the conclusions derived from the records be checked by consultations with foremen, gang bosses, union representatives and veteran employees.

Not only hours, but lunch periods, rest breaks and the weekly day-off should be adjusted to secure maximum production. In arranging shift systems, consideration should be given to such matters as transport facilities available when shifts change over, type of community in which the plant is located and hours when recreational and social activities are available, supply of workers to provide relief shifts, rotation of shifts to prevent fatigue while avoiding undue disruption of living habits, and opportunities for dissatisfied employees to change shifts.

Limitation on hours of work in Australia

Regulations were issued in Australia on October 19 to limit hours of work and thus increase output by reducing industrial fatigue.

Effective November 1, persons aged 18 and over may not work more than 56 hours per week. Up until November 30 a maximum of 60 hours was allowed in order to permit adjustments in shift rosters, special transport, etc. The hours of persons under 18 are limited to 48 per week. The Government refrained from setting a compulsory limit of 52 hours for women because in some factories it would be impracticable for the women to work shorter hours than the men. It was expected, however, that elsewhere the hours of women would be limited to 52.

In cases of emergency, employees may be required to work more than the permitted hours up to three weeks in any three months, or for a longer period with the approval of the Director-General of Munitions or Aircraft Production or any other authorized person.

These regulations supersede any provisions concerning hours in any industrial award or determination under the Commonwealth Conciliation and Arbitration Act or in the various State laws.

New Zealand industrial man-power regulations

The industrial man-power provisions of the New Zealand National Service Emergency Regulations, 1940, providing for the mobilization of man-power for in-

dustry and the Armed Forces, and the Industrial Absenteeism Emergency Regulations, 1942 (LABOUR GAZETTE, August, 1942, page 935) have been consolidated as the Industrial Man-power Emergency Regulations of October 14, 1942. The policy of controlling employment in essential industries has not been materially changed but the new consolidation contains several minor amendments.

Administration of the regulations has been transferred from the Minister of National Service and his Director of National Service to the new Minister of Industrial Man-power and a Director. A man-power inventory is to be kept by requiring every employer within two weeks of hiring a worker to report this fact to the District Man-power Officer. Formerly, they only had to report persons leaving their employ. District Man-power Officers are authorized to enter and inspect any premises during working hours, interview workers and examine books and documents. Any person may be required to appear before

a District Man-power Officer, answer questions, supply information and produce books or documents. A worker in an essential undertaking may now be transferred to a higher-paid job in the same undertaking without the consent of the District Man-power Officer. Before, he could only be moved without the latter's consent if his job was abolished or temporarily unavailable, or if his services were temporarily required for work of greater urgency. Workers in essential undertakings may not receive a lower rate of wage than they were paid before the undertaking was declared essential, unless they are transferred to a lower paid job in accordance with the regulations.

Guaranteed Minimum Wage in Essential Undertakings.—The Minimum Wage (Essential Undertakings) Order was issued by the Minister of Labour on October 1, 1942, under the authority given him by the Man-power regulations to fix minimum weekly wages guaranteed to workers in essential undertakings who comply with certain conditions such as availability for work and willingness to accept alternative employment in the undertaking when their usual job is temporarily unavailable. This Order applies to all essential undertakings where no minimum wage is prescribed by an award, agreement, act, regulation or other order. The guaranteed weekly wage is to be the equivalent of the worker's ordinary weekly earnings exclusive of overtime, bonus or other special payments, but may not exceed £5, 10s in the case of adult male workers, £2, 17s, 6d for women workers and £1, 15s for workers under 21. Women replacing men and performing men's work are to be classed as adult males under the Order. The ordinary weekly earnings are to be computed by multiplying the worker's ordinary time-rate, or if such is not fixed, the prevailing time-rate, by the number of hours in the work-week prescribed under the terms of the worker's employment. Daily earnings in excess of the worker's usual daily average will be considered overtime pay. Payment of the minimum wage is contingent on the worker being available for work each day, performing his work with diligence and skill, fulfilling the conditions of his employment contract, and not having been absent without cause in the preceding six weeks. If the worker's hours in the six weeks were at least 20 per cent in excess of those prescribed for him, one day's absence without cause does not make him ineligible for the guaranteed minimum wage.

RECENT PROCEEDINGS UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT

IN the month of November, three Boards of Conciliation and Investigation submitted their reports in connection with the following disputes.

1. Between the Canadian Marconi Company, Montreal, P.Q., and its employees, members of the Montreal Metal Trades Council's Marconi Union;

2. Between the Brantford Coach and Body Limited, Brantford, Ont., and employees in its Mohawk Street Plant, members of Local 397, United Automobile Workers of America;

3. Between the Dominion Engineering Works, Limited, Longueuil, P.Q., and its employees, members of the Metal Trades Council of Montreal and Vicinity.

Applications Received

Seventeen applications* for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act were received in the Department of Labour during the month of November. These were:

1. From employees of George W. Reed and Company, Limited, Montreal, P.Q., members of Local 2735, United Steelworkers of America. The dispute, which concerns union recognition and the negotiation of a collective agreement, was said to directly affect 650 employees. On November 16, Mr. Bernard Rose, K.C., Montreal, was authorized as Industrial Disputes Inquiry Commissioner, to investigate the dispute.

2. From employees of H. E. Mott Company, Limited, Brantford, Ont., members of Local 397, United Automobile Workers of America. The dispute, which was said to affect 70 employees directly, arose out of a request for union recognition and the negotiation of a collective agreement. The application is being held in abeyance pending result of negotiations between the interested parties.

3. From employees of Canada Paper Company, Windsor Mills, P.Q., members of the International Brotherhood of Papermakers and International Brotherhood of Pulp, Sulphite and Paper Mill Workers. The dispute, which concerns the negotiation of a collective

agreement, union recognition and upward adjustments of wage rates, was said to directly affect 560 employees. The application, which was returned for revision, had not been submitted by the end of the month.

4. From employees of York Knitting Mills Limited (Spinning Division), Toronto, Ont., members of Local 4, Textile Workers Organizing Committee. As the cause of the dispute, which was said to directly affect 180 employees, was exclusively connected with the remuneration of the employees involved, the application for the establishment of a Board was rejected on November 7.

5. From certain employees of the Corporation of the City of North Vancouver, Vancouver, B.C., members of the Inland Boatmen's Union of the Pacific. Some 15 men were said to be directly affected by the dispute, which concerns the negotiation of a collective agreement and an adjustment of wages.

6. From employees of Canada Packers Limited, Toronto, Ont., members of Local 114, United Packinghouse Workers of America, and the Toronto Employees' Plant Council. This dispute, which concerns the negotiation of a revised agreement, was said to affect 1,700 employees directly.

7. From employees of Canada Packers Limited, Toronto, Ont., members of the Toronto Employees' Plant Council and Local 114, United Packinghouse Workers of America. The dispute, which, as in the preceding application, concerns the negotiation of a revised agreement, was said to affect 1,700 employees directly.

8. From employees of Cannery Machinery Limited, Simcoe, Ont., members of the United Automobile Workers of America. Some 600 employees are directly affected by the dispute, which concerns union recognition and the negotiation of a collective agreement. On November 17, Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute.

9. From employees of the Consumers' Gas Company of Toronto, Ont., members of Local 12291, District 11, United Gas, Coke and Chemical Workers of America. The dispute, which concerns the negotiation of a closed shop agreement providing for check-off, coverage of office workers and wage adjustments, was said to directly affect some 930 employees. On November 17, Mr. J. P. Nicol, Industrial Relations Officer, Dominion Department of

* By P.C. 5963, the National and Regional War Labour Boards are specifically charged with the duty of adjudicating wage demands; therefore all applications for the establishment of Boards of Conciliation and Investigation in which wages are the sole cause of the dispute are removed from the ambit of the Industrial Disputes Investigation Act and the applicants are referred to their respective War Labour Boards.

Labour, Toronto, was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute. The Commissioner reported on November 27 that he had been unable to effect a mutually satisfactory settlement and recommended the establishment of a Board. On November 30, the Minister of Labour established the Board of Conciliation and Investigation and on the nomination of the employees appointed Mr. Drummond Wren to the Board. The employer was asked to submit the name of a person to act as a member of the Board.

10. From employees of the Point St. Charles plant of the Canadian Car and Foundry Company, Limited, members of the Employees' Association. The dispute, which was said to affect 815 workers directly, concerned the negotiation of an agreement with the Employees' Association, which organization claimed a majority of the employees. On November 23, Mr. Bernard Rose, K.C., Montreal was authorized, as Industrial Disputes Inquiry Commissioner, to investigate the dispute.

11. From employees of the Belair Plant of the Robert Mitchell Company, Limited, Montreal, P.Q., members of the Metal Trades Council of Montreal and Vicinity. The dispute, which affects 2,100 employees directly, concerns union recognition and alleged discrimination because of union membership and activity. On November 20, Mr. Raoul Trepazier, Industrial Relations Officer, Dominion Department of Labour, Montreal, was assigned to investigate the dispute.

12. From employees of Levis Ferry Limited, Quebec, P.Q., members of the Canadian Brotherhood of Railway Employees and Other Transport Workers. The dispute, which concerns the negotiation of a collective agreement, was said to affect 106 employees.

13. From employees of Alberta Clay Products Company, Limited, Medicine Hat, Alta., members of Clay Products Workers Local Union No. 2 (C.C. of L.). The dispute, which concerns union recognition and the payment of a cost-of-living bonus, was said to affect 60 employees. On November 19, the application was returned to the employees for revision.

14. From employees of Genelco, Limited, Peterborough, Ont., members of the United Electrical, Radio and Machine Workers of America. The dispute, which arises out of a request for union recognition and the negotiation of a collective agreement, is said to directly affect 1,200 workers and 500 indirectly. On November 20 the application was returned to the employees for revision.

15. From certain employees of the Johnson Woollen Mills, Limited, Waterville, P.Q. The

dispute, which arises out of a request for recognition of the Employees' Group of Johnson Woollen Mills, increased wages, improved working conditions, payment of full cost-of-living bonus, etc., is said to directly affect 86 employees.

16. From the Ford Motor Company of Canada, Limited, Windsor, Ont., in respect of a dispute between the Company and its employees, members of Local 200, United Automobile Workers of America. Some 14,300 were said to be directly affected in the dispute which concerned the demand of the union that 36 salaried female employees according to the Company's statement, "hired to perform purely clerical work, be paid on an hourly rate basis of 75 cents per hour, the rate applicable to male employees employed in stock 7." To enforce their demand the employees had gone on strike November 24, returning to work November 30, following an agreement between the parties to have the status of the 36 female employees determined by Mr. Justice C. P. McTague acting as umpire. On November 30, the Company withdrew its application for the establishment of a Board. A further reference to the strike which took place will be found in the table dealing with strikes and lockouts in Canada during November, printed elsewhere in this issue.

17. From employees of the Massey-Harris Company, Limited, Toronto, Ont., members of Local 2901, United Steelworkers of America. This dispute, which concerns the negotiation of a collective agreement, is said to directly affect 3,000 employees. On November 30, the application was returned to the employees for necessary revision.

Other Boards Established

On November 25, a Board of Conciliation and Investigation was established to deal with a dispute between the London Concrete Machinery Company, Limited, London, Ont., and its employees, members of Local 2740, United Steelworkers of America (LABOUR GAZETTE October, 1942, page 1121). Following the receipt of the application His Honour Judge I. M. Macdonell, Toronto, was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute. The Commissioner was unable to effect a mutually satisfactory settlement of the dispute and recommended the establishment of a Board. The personnel of the Board is as follows: His Honour Judge James Parker, Toronto, Ont., appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; Mr. J. A. E. Braden, K.C., London, Ont., appointed on the nomina-

tion of the employer; and Prof. G. M. A. Grube, Toronto, Ont., appointed on the nomination of the employees. Concerning the dismissal of two employees of the Company, allegedly for union activity and membership, the Commissioner reported that a tentative arrangement had been made, pending negotiations between the union and the Company respecting a collective agreement, that one man be rehired and the union would not press for the reinstatement of the other. Later, however, negotiations broke down, and both workers found employment elsewhere.

On November 30, a Board of Conciliation and Investigation was established to deal with a dispute between Shawinigan Chemicals, Limited, Shawinigan Falls, P.Q., and its employees, members of Local 357, International Moulders and Foundry Workers' Union of North America (LABOUR GAZETTE, November, 1942, page 1248). On October 26, the dispute was referred to Mr. Bernard Rose, K.C., who, as Industrial Disputes Inquiry Commissioner, was authorized to make an investigation. The Commissioner reported on November 23, that he had been unable to effect a mutually satisfactory settlement of the dispute and recommended the establishment of a Board. On November 30, Mr. Gerald Almond, Montreal, P.Q., was appointed a member of the Board on the nomination of the employees, and the company was asked to submit the name of a person to act as a member of the Board.

Other Boards Fully Constituted

The Board of Conciliation and Investigation established by the Minister of Labour pursuant to Section 65 of the Industrial Disputes Investigation Act to deal with a dispute between Howard Smith Paper Mills, Limited, Beauharnois, P.Q., and its employees (LABOUR GAZETTE, November, 1942, page 1249), was fully constituted during the month of November. The personnel of the Board is as follows: Hon. Mr. Justice Alfred Savard, Quebec Superior Court, Quebec, P.Q., Chairman, appointed on the joint recommendation of the other two members; Mr. C. N. Moisan, Montreal, P.Q., appointed on the nomination of the employer, and Mr. Maximilien Caron, Montreal, P.Q., appointed on the nomination of the employees.

Reference was made in the November issue of the LABOUR GAZETTE, page 1249, to the establishment of a Board of Conciliation and Investigation to deal with a dispute between Ontario Steel Products Company, Limited, Chatham, Ont., and its employees, members of Local 127, United Automobile Workers of America. On November 18, Mr. J. S. McCullagh, Industrial Relations Officer, Dominion Department of Labour, Ottawa, who had been appointed an

Industrial Disputes Inquiry Commissioner reported that he had been unable to effect a mutually satisfactory settlement of the dispute and recommended that the Board already established be authorized to function and naming its personnel. The personnel of the Board is as follows: Honourable Mr. Justice J. G. Gillanders, Supreme Court of Ontario, Toronto, chairman, appointed on the joint recommendation of the other two members; Mr. Drummond Wren, Toronto, Ont., appointed on the nomination of the employer, and Mr. George C. Richards, Windsor, Ont., appointed on the nomination of the employees.

Other Reports of Industrial Disputes Inquiry Commissioners

At the end of the month, a report was received from Mr. Bernard Rose, K.C., Montreal, who had been authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute between Belding-Cortelli, Limited, Montreal, P.Q., and its employees, members of the International Union of Silk Hosiery Employees (LABOUR GAZETTE, November, 1942, page 1248). The Commissioner found that the war work being done by the employees involved in the application and by the company concerned was not of such a nature and extent to allow the establishment of a board and the interested parties were so advised.

In September, His Honour Judge I. M. Macdonell, Toronto, was appointed an Industrial Disputes Inquiry Commissioner, to investigate a dispute between DeHavilland Aircraft of Canada, Limited, Toronto, and its employees, members of Local 112, United Automobile Workers of America; in connection with which an application for the establishment of a Board of Conciliation and Investigation had been received (LABOUR GAZETTE, October, 1942, page 1123). The Commissioner was also authorized to investigate the dismissal of three of the Company's employees allegedly on account of their union membership and activity. In this latter connection, the Commissioner found that two employees were discharged for insufficient cause and recommended their reinstatement. Insofar as the third employee was concerned, the Commissioner found that his discharge by the company was justified. The reinstatement of the two employees, in accordance with the Commissioner's report, was ordered by the Minister of Labour on November 6. In respect of the application for the establishment of a Board of Conciliation and Investigation the Commissioner recommended that matters should be allowed to stand until March, 1943, when the election of employees' representatives takes place and when the continuation or expiration

of the agreement comes up for decision. The Commissioner further recommended that in March an election be held to decide the bargaining agent desired by the employees. The Commissioner added that: "In the meantime, the company officials are quite prepared to deal with the Union officials as representatives of their own members, so that any question of discrimination or similar matters might be dealt with".

On November 17, Mr. Bernard Rose, K.C., Montreal, who had been authorized to investigate, as Industrial Disputes Inquiry Commissioner, the dispute between Dominion Lime, Limited, Lime Ridge, P.Q., and its employees, members of the National Catholic Union of Dominion Lime employees (LABOUR GAZETTE, September, 1942, page 1003), was requested to investigate the dismissal of certain employees, allegedly for union membership and activity. The Commissioner found in this latter connection, that there was no evidence to substantiate the charge against the company. The report of the Commissioner on the application for the establishment of a Board had not been received at the end of the month.

On November 9, Mr. M. J. Patton, M.A., Toronto, was appointed an Industrial Disputes Inquiry Commissioner to investigate the dismissal of an employee of Outboard, Marine and Manufacturing Company of Canada, Limited, Peterboro, Ont. The Commissioner, in his report submitted November 23, found that the employee in question was discharged for cause.

On October 22, Mr. T. W. Laidlaw, K.C., Winnipeg, was appointed an Industrial Disputes Inquiry Commissioner to investigate the dismissal of certain employees of Leaders' Limited, Winnipeg, Man., following the application for the establishment of a Board of Conciliation and Investigation. (LABOUR GAZETTE, November, 1942, page 1248). On November 24 the Commissioner reported that there was not sufficient evidence to justify a finding that the employees concerned were dismissed for union membership and activity.

Other Application Rejected

In July, an application was received from employees of Halifax Shipyards Limited, Halifax, N.S., members of Local 361, International Brotherhood of Boilermakers, Iron Shipbuilders, Welders and Helpers of America, and Lodge 1250, International Association of Machinists, (LABOUR GAZETTE, August, 1942, page 883.) The dispute was referred to Mr. H. R. Pettigrove, Industrial Relations Officer, Dominion Department of Labour, Fredericton, N.B., who was appointed an Industrial Disputes Inquiry Commissioner to make an in-

vestigation. The Commissioner found that neither organization represented a majority of the employees in the classifications which they purported to cover, and recommended against the establishment of the Board. The applicants have been advised that a Board will not be established.

Other Settlements Reached

During November, the Department was advised that agreements had been signed by the Canadian Bridge Company Limited, Walkerville, Ont.; The Canadian Steel Corporation, Limited, and their employees, members of Local 195, United Automobile Workers of America (LABOUR GAZETTE, August, 1942, page 890). The agreements between the two companies and the union are summarized in the article entitled "Recent Industrial Agreements and schedules of Wages", appearing elsewhere in this issue.

Following the receipt of the report of a Board of Conciliation and Investigation established to deal with three disputes involving the Granby Consolidated Mining, Smelting and Power Company, Limited, the Princeton Tulameen Coal Company, Limited, and Tulameen Collieries Limited, all of Princeton, B.C., and their respective employees, members of Local 7875, United Mine Workers of America (LABOUR GAZETTE, November, 1942, page 1251), the employees of all three companies rejected the findings of the board and requested the Department to conduct a strike vote in accordance with the terms of Order in Council P.C. 7307. The matter was referred to Mr. F. E. Harrison, Western Representative of the Dominion Department of Labour, and following lengthy negotiations between the parties which he was successful in arranging, an agreement was reached between the company and union in each instance. The agreements provide for the recognition of the union, check off, settlement of grievances, penalties for absence from work, payment for partial shifts worked, classifications, etc.

Other Disputes Referred to Industrial Disputes Inquiry Commissioners

On November 14, pursuant to the provisions of Order in Council P.C. 4020, as amended, Mr. J. S. McCullagh, Industrial Relations Officer, Dominion Department of Labour, Ottawa, was appointed an Industrial Disputes Inquiry Commissioner to investigate a dispute between Hull Iron and Steel Foundries, Limited, Hull, P.Q., and its employees, members of Local 318, International Moulders and Foundry Workers' Union of North America, in con-

nection with which an application had been received in October for the establishment of a Board of Conciliation and Investigation (LABOUR GAZETTE, November, 1942, page 1248). On November 24, the Commissioner recommended that a vote of the employees be taken on the question of which union they desired to have represent them since both the International Moulders Union and the Hull Foundry Workers' Union claimed to represent a majority of the employees. The vote, taken on November 26, resulted in favour of the International Moulders and Foundry Workers' Union.

On November 10, pursuant to P.C. 4020, the Minister of Labour appointed an Industrial Disputes Inquiry Commission to investigate the action of the Taylor Electric Manufacturing Company Limited, London, Ont., in giving notices of separation to certain employees allegedly for union membership and activity in and on behalf of the United Electrical, Radio and Machine Workers of America. The personnel of the Commission is as follows: His Honour Judge I. M. Macdonell, Toronto, Ont., chairman; Mr. J. A. E. Braden, K.C., and Prof. Christian Sivertz, both of London, Ont., members.

Mr. J. P. Nicol, Industrial Relations Officer, Dominion Department of Labour, Toronto, Ont., was appointed on November 16, an Industrial Disputes Inquiry Commissioner, to investigate a dispute between Searle Terminal, Limited, Fort William, Ont., and its employees, members of Lodge 650, Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, in connection with which an application had been received in October for the establishment of a Board of Conciliation and Investigation (LABOUR GAZETTE, November, 1942, page 1249).

On November 20, Mr. Raoul Trepanier, Industrial Relations Officer, Dominion Department of Labour, Montreal, P.Q., was appointed on Industrial Disputes Inquiry Commissioner to investigate a dispute between The Albert Rakovsky Precision Works, Limited, Montreal, P.Q., and the Metal Trades Council of Montreal and Vicinity. The dispute arises out of the company having given certain notices of separation allegedly for union membership and activity.

Report of Board in Dispute between Canadian Marconi Company, Montreal, P.Q., and Its Employees

On November 24, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Marconi Company, Montreal, P.Q., and its employees, members of the Montreal Metal Trades Coun-

Disputes Referred to Industrial Relations Officers

On November 11, Mr. Raoul Trepanier, Industrial Relations Officer, Dominion Department of Labour, Montreal, P.Q., was instructed to investigate the dispute between the Robt Mitchell Company, Limited, Ville St. Laurent, P.Q., and its employees, members of the United Steelworkers of America, in connection with which an application for the establishment of a Board of Conciliation and Investigation was received in October (LABOUR GAZETTE, November, 1942, page 1249).

Applications Withdrawn

On November 13, on the request of the applicant employees, the application for the establishment of a Board of Conciliation and Investigation (LABOUR GAZETTE, March, 1942, page 261) to deal with a dispute between the Security Storage Company, Limited, Winnipeg, Man., and its employees, members of Division 205, Canadian Brotherhood of Railway Employees and Other Transport Workers was withdrawn.

The application for the establishment of a Board of Conciliation and Investigation to deal with a dispute between the Plessisville Foundry, Plessisville, P.Q., and its employees, members of the Catholic Union of Foundry Workers of Plessisville (LABOUR GAZETTE, July, 1942, page 761) was withdrawn by the applicants on November 4.

On November 6, the Department was advised that an agreement had been reached between the management and employees of Regina Industries, Limited, Regina, Sask., and that the application for a Board of Conciliation and Investigation (LABOUR GAZETTE, August, 1942, page 884) submitted on behalf of the employees was accordingly withdrawn.

The application for the establishment of a Board of Conciliation and Investigation in a dispute between Montreal Tramways Company, Montreal, P.Q., and employees, members of Local 790, Amalgamated Association of Street Electric Railway and Motor Coach employees of America, and the National Catholic Union of Street Railway Employees (Bus Drivers Section) (LABOUR GAZETTE, November, 1942, page 1248) was withdrawn on November 26.

cil's Marconi Union (LABOUR GAZETTE, October, 1942, page 1121).

The personnel of the board was as follows: Dr. Gaspard Fauteux, M.P., Montreal, P.Q., chairman, appointed by the Minister of Labour in the absence of a joint recommen-

dation from the other two members, Mr. Drummond Wren, Toronto, Ont., appointed on the nomination of the employees and Mr. Walter A. Merrill, K.C., Montreal, P.Q., appointed on behalf of the employer.

The report of the board is signed by the chairman and Mr. Wren. A minority report was presented by Mr. Merrill.

Report of Board

To the Honourable Humphrey Mitchell, P.C.,
M.P.,
Minister of Labour,
Ottawa, Ontario.

*In re Canadian Marconi Company, Employer;
and Metal Trades Council's Marconi
Union, Employees.*

Sir,—

The Board of Conciliation and Investigation, established in the above matter, has the honour to report that it met at the Windsor Hotel, Montreal, P.Q., on the 28th and 29th days of October, and on the 3rd, 4th, 9th and 24th days of November, 1942.

At the hearings, the Company was represented by Mr. R. A. Brophy, General Manager; Mr. S. M. Finlayson, Deputy General Manager; Mr. James Fergus, Secretary. The Metal Trades Council's Marconi Union was represented by Mr. Laurent Lecavalier, President; Mr. Jean Jacques Rouleau, Secretary; Mr. William Michaels, Organizer.

At the first session of the board, the agenda was:

- (1) Purpose of the Board.
- (2) Obtain names of the three representatives for the Union and for the Company.
- (3) Possibility of parties arriving at an amicable settlement without Board procedure.
- (4) Union presentation of case.
- (5) Reply of employer.

During the sessions above mentioned, the matters to be inquired into were those specified in the "Form of Application for Establishment of a Board of Conciliation and Investigation," dated the 31st July, 1942, and the Marconi Company's answer, dated the 14th August, 1942, both of which had been filed with the Registrar at Ottawa.

At the outset it was established that the matter referred to in these two documents resolved themselves into the following five main subjects to be dealt with in the following order:—

1. The Marconi Company refused to meet the negotiating committee of the Union to discuss a proposed contract;
2. There had been, and there still existed, discrimination by the Marconi Company against certain members of the Union specifically named;

3. There was pressure brought to bear by the Company on the employees in favour of the Marconi Employees' Council at the time of its organization and against the Union at the time of its organization;

4. The validity of the contract dated the 18th July, 1942, entered into between the Marconi Company and the Marconi Employees' Council.

5. Union recognition.

After these five sessions of the Board, where all the different questions above mentioned were fully inquired into and during which many witnesses were heard, at the demand of both parties, employers and employees, we may say that the dispute centred around these three main questions:—

1. Which organization represents the majority of employees in the plant,—the Marconi Employees' Council or the Metal Trades Council's Marconi Union.

2. Union recognition.

3. The validity of the contract dated the 18th July, 1942, entered into between the Marconi Company and the Marconi Employees' Council.

The Metal Trades Council's Marconi Union insist on Union recognition, believing they represent the majority of employees in the plant. The employer insists upon the validity of the contract and believes it should remain in full force and effect until the 27th July, 1943.

In order to clarify the issues in dispute, the Conciliation Board appointed to investigate this matter has decided to submit the following recommendations:

1. That a vote of the hourly-paid employees in the Marconi plant should be taken under the direction of the Department of Labour. This vote is in our opinion necessary to determine the wish of the employees, whether they want to belong to the Marconi Employees' Council or to the Metal Trades Council's Marconi Union. If the result of the ballot is in favour of the Marconi Employees' Council, the "status quo" should be maintained.

2. If the ballot is in favour of the Metal Trades Council's Marconi Union, this organization should be recognized as the bargaining agent in the plant and the Marconi Employees' Council should be substituted by the Metal Trades Council's Marconi Union as party to the contract with the understanding that the contract already entered into between the Marconi Company and the Marconi Employees' Council, dated the 18th July, 1942, should be respected until its expiration, with the sole exception that members of the Metal Trades Council's Marconi Union should replace on the Grievances Committee, members of the Marconi Employees' Council.

3. In order to serve the best interests of the war effort, industry and labour, both parties should agree that at the expiration of the contract, its renewal or the one redrafted should be valid for the duration of the war.

Respectfully submitted,

(Sgd.) Gaspard Fauteux,
Chairman

(Sgd.) Drummond Wren,
Member

Dated in Montreal, P.Q., the 24th day of
November, 1942.

Minority Report

To the Minister of Labour, Department of Labour, Ottawa, Ontario.

In Re: Metal Trades Council's Marconi Union, Employees: and Canadian Marconi Company, Employer:

The matter in controversy came up for hearing before the reconstituted conciliation board, consisting of Dr. Gaspard Fauteux, as Chairman, Mr. Drummond Wren, employees' representative, and Mr. Walter A. Merrill, K.C., appointed by the Department of Labour as representative of the Canadian Marconi Company, following the resignation of its representative, Senator Eli Beauregarde, K.C.

The hearings commenced on the 28th October, 1942, the last hearing taking place on the 9th November, 1942.

The matters to be inquired into were those specified in the "Form of Application for Establishment of a Board of Conciliation and Investigation", dated the 31st July, 1942, and the Marconi Company's answer, dated the 14th August, 1942, both of which had been filed with the Registrar at Ottawa.

At the outset it was established that the matters referred to in these two documents resolved themselves into the following four main subjects to be dealt with in the following order:—

1. The Marconi Company refused to meet the negotiating committee of the Union to discuss a proposed contract;
2. There had been, and there still existed, discrimination by the Marconi Company against certain members of the Union specifically named;
3. There was pressure brought to bear by the Company on the employees in favour of the Marconi Employees' Council at the time of its organization and against the Union at the time of its organization;
4. The validity of the contract dated the 18th July, 1942, entered into between the Marconi Company and the Marconi Employees' Council.

For brevity the Metals Trades Council's Marconi Union is referred to as the Union, and the Marconi Employees' Council, as the Council.

I

The Marconi Company refused to meet the negotiating committee of the Union to discuss a proposed contract.

The company admitted that it had refused to negotiate with the Union Negotiating Committee representative for a contract with the Union, and gave as reason that inasmuch as a company council had been formed, and was functioning satisfactorily, the company was not free to negotiate with a third party.

The conclusion to be drawn on this phase of the inquiry is that the company's attitude was a proper, fair and reasonable one, assuming that the formation of the Council was effected in a fair and reasonable manner, which is a matter to be later discussed and dealt with.

II

There had been, and there still existed, discrimination by the Company against certain members of the Union specifically named.

Much time was devoted to hearing evidence on both sides on alleged discrimination against employees Douglas McGonnigal, Bill Michaels, Jacques Rouleau, Clayton Grabstein and Paul Paquette.

Out of the mass of evidence which proved to be highly contradictory, the following conclusions appear to be justified:—

A. Douglas McGonnigal—his dismissal from the employ of the company five months, and while it was stated that he was laid off owing to a reduction in personnel, he probably would have been retained had it not been that he was active in union organization, and his being laid off would not appear to have been justified;

B. Bill Michaels—had only been employed five months and his being laid off for failure to pass a required test was justified;

C. Jacques Rouleau—still in the employ of the Company and President of the Union. His transfer to another department although stated by his superiors to have been routine, was probably a disciplinary measure as a result of an altercation he had in the cafeteria with assistant factory superintendent, John Campbell. The attitude he adopted on that occasion, and the actions as evidenced by Miss Trahan, a witness produced on his behalf, justify his temporary removal to another department;

D. Clayton Grabstein—his dismissal was a cause which was amply proven and was fully justified;

E. Leo-Paul Paquette—his transfer from the mechanical assembly department to bench work which resulted in a net reduction of paymen has not been proven by the company to have been justified, and would appear to have been directly connected with the fact that he was active in soliciting membership in the union. He should be reinstated in his former position.

III

There was pressure brought to bear by the company on the employees in favour of the Marconi Employees' Council at the time of its organization, and against the Union at the time of its organization.

The Union has failed to substantiate its charges that pressure was brought to bear on the employees of the company at the time of the organization of the Council.

On the contrary, the evidence disclosed, and was not contradicted by the Union, that the Council plan, which had been studied for at least a year and a half by the company officials, was laid before the employees, who were left entirely free to accept it or not, and who, on a ballot being taken, a majority of those voting voted in favour of the Council.

There was nothing laid before the Board to demonstrate that the balloting was in any way improper, and was not a secret ballot, and the conclusion to be arrived at is that the company refuted any charges of pressure in order to induce its employees to vote in favour of the Council.

Unfortunately, as much cannot be said for the methods employed by the Union in order to solicit membership and opposition to the Council.

Exhibit T, which is a file of bulletins issued by the Union, speaks for itself, and undoubtedly had the Company used similar methods to promote membership in the Council as were used

by the Union to promote membership in the Union and opposition to the Council, there would be just cause for complaint. It should be pointed out that notwithstanding the Chairman's repeated injunction to all those present at the hearings that while the Board was sitting and until its final decision nothing should be done by either party to disturb the status quo, on at least two occasions the Union published and distributed pamphlets to the employees making references to the deliberations of the Board, and directly contrary to the undertaking which had been given. The conclusion to be drawn from this phase of the inquiry is that the Union has failed to substantiate its charges against the company, that it used pressure on the employees to join the Council.

IV

The validity of the contract dated the 18th July, 1942, entered into between the Marconi Company and the Marconi Employees' Council. Although this phase of the inquiry is dealt with last, it would appear to be by far the most important matter to be dealt with, and on its solution would appear to hinge the decision and recommendations which would have any effective result.

From the very beginning, as already stated in the first part of this document, the Company took the position that as long as the Council was in existence and the contract entered into between the Company and the Council, dated the 18th July, 1942, was in effect and subsisting, the Company was precluded from negotiating with any other organization.

The Union, on the other hand took the position that what the Company termed to be a contract was in fact not a contract and that neither the Company nor the Council were bound by it because it was stated that this was not what was termed a 'democratic' contract.

Evidence to this effect was given by Mr. Robert Haddow, described as Organizer and Business Representative for the Machinists' Union, who stated that the only kind of labour contract he would consider a binding labour contract would be one in which the members would have a democratic say in what the contract should be, his objection to the contract in force between the Company and the Council being that the members were not, at any time, consulted upon the terms of the contract in any democratic way at all.

It has already been stated that the Union failed to substantiate its charges, that the election of the employees to the Company's Council was not a free election on a secret ballot, and it must therefore be assumed that those employees who were elected by their fellow employees on that ballot were authorized to represent the employees on the Council.

It came out in evidence that Roger Campeau, the representative of the employees on the Council, who actually signed the contract of the 18th July, 1942, on behalf of the employees, was, at the very time that he signed as a member of the Council, also a member of the Union, and that at the time the constitution of the Council and the contract were being discussed and drafted, there was at least one other member of the Union, who was also an employees' representative, on the Council. It is further to be noted that as the result of the contract which was entered into which was filed both with the Regional Board and with the Labour Board at Ottawa, the employees of the Marconi Company

benefited by the scale of wages set forth in the contract, have accepted the increased scale of wages provided in the contract and have benefited thereby, so that all the employees of the company, both those belonging to the Council and those belonging to the Union, have, to say the least, acquiesced in the contract existing to the extent of accepting and pocketing the benefits accruing as the result of the contract.

The question was put several times both to Mr. Haddow, and to other representatives of the Union, what they would think of a Company which threw aside a contract entered into after negotiations with the Metal Trades' Council where subsequently a rival union succeeded in weaning away from the Metal Trades' Council sufficient numbers of members to give the rival union a majority in the plant, while the contract with the Metals Trades Union was still in existence, to which no satisfactory answer was ever received.

It is suggested that it is exactly this which the Union is demanding of the Company, and that until it is established beyond the shadow of a doubt that the existing contract is invalid, the position which the Company has taken throughout that it stands on its contract is the proper one.

There is nothing in Order in Council No. 2685 which precludes or declares to be illegal a Company Council such as has been organized in the Marconi Company.

On the contrary, as pointed out by the witness Lionel Forsythe, K.C., Paragraph 7 of Order in Council No. 2685, as well as the preamble to the Order in Council, contemplates such organizations.

Nothing was laid before the Board which would entitle the Board to conclude that the contract entered into between the Company and the Council, dated the 18th July, 1942, is invalid, and not a subsisting contract, and that it will not remain in full force and effect until the 27th July, 1943.

The suggestion of the Union that a vote be taken now in the plant to establish its assertion that sixty per cent of the employees are members of the Union would appear at this time to be futile, as even if such were the case and the representative of the Union approached the Company for the purpose of negotiating a new contract, the Company would, it is assumed, take the same position as it is taking now and refuse to negotiate with the Union for the same reasons as it has heretofore refused, namely, that it cannot negotiate a new contract while the present contract is in force.

It might even be said that if the Company were to take such a course, it would not be keeping faith with those of its employees who voted in favour of the Council at a time when the majority of those who voted were in favour of such a step. It is therefore, recommended that at least until the 27th July, 1943, the earliest date at which the contract can be brought to an end, no steps be taken by either party to disturb the conditions presently existing in the Marconi Company as between the Company and its employees, otherwise contracts entered into between employers and employees through their representatives, would be valueless as being subject to cancellation practically at any time with the resultant disturbance to industry in general and the hampering of the war effort.

It is respectfully submitted that the recommendations of the majority of the Board of Conciliation that a vote now be taken under the direction of the Department of Labour, and that if the ballot is in favour of the Metal Trades Council's Marconi Union, this organization should be recognized as the bargaining agent in the plant, and the Marconi Employees' Council should be substituted by the Metal Trades Council's Marconi Union as party to the contract, and that members of the Metal Trades Council's Marconi Union should replace on the grievances committee, members of the Marconi Employees' Council, would be tantamount to destroying the Constitution of the

Marconi Employees' Council under the authority of which the agreement of the 18th July, 1942, was entered into between the contracting party and would be attempting to accomplish by indirect methods the substitution of the Metal Trades Council's Marconi Union for the Marconi Employees' Council between now and the 1st July, 1943, the earliest date at which the existing contract could be terminated.
Montreal, 24th November, 1942.

The whole respectfully submitted
(Sgd.) WALTER A. MERRITT
Member of Board of Conciliation

Report of Board in Dispute Between Brantford Coach and Body, Limited, Brantford, Ont., and Its Employees

During the month, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Brantford Coach and Body, Limited, Brantford, Ont., and its employees, members of Local 397, United Automobile Workers of America. (LABOUR GAZETTE, September, 1942, page 1005.)

The personnel of the Board was as follows: Honourable Mr. Justice J. G. Gillanders, of the Supreme Court of Ontario, chairman, appointed on the joint recommendation of the other two members; Mr. Drummond Wren, appointed on the nomination of the employees; and Mr. V. A. Sinclair, K.C., appointed on the nomination of the employer. All three reside in Toronto.

The report of the board is signed by the chairman and Mr. V. A. Sinclair; Mr. Drummond Wren submitted a minority report. The texts of the report of the board and the minority report follow:

Report of Board

The Honourable Humphrey Mitchell,
Minister of Labour,
Ottawa, Ontario.

In the matter of the Industrial Disputes Investigation Act and of a dispute between Brantford Coach and Body Limited, Employer, and Employees in its Mohawk Street Plant, Members of Local 397 United Automobile Workers of America, Employees.

The Board of Conciliation and Investigation appointed in this matter have held sittings in Toronto and Brantford. At the sitting in Brantford both the applicant Union and the Company were ably represented, made their submissions, and fully discussed the matter of the dispute.

The applicant Union was represented by Robert Stacey, International Representative of the U.A.W.A., Alec Blancher, Chairman of the Employees of the Union Committee, and

Joseph Thompson, an employee and a representative of the application for the establishment of the Board. The Company was represented by J. E. Ruby, President, and G. Gustafson, General Manager.

At the Brantford sitting, where both parties were heard orally, the applicant Union filed a brief in writing outlining its claims and submissions, and on arrangement the Company subsequently reduced its submissions in writing and furnished certain information desired by the Board, all of which was made available to the Union. Finally, the Union submitted in writing its reply and further material desired by the Board.

The question at issue is whether or not the applicant Union should now under the existing circumstances be recognized as the bargaining agent through which the Company should now negotiate an agreement with hourly-rated employees in the Company's Mohawk Street Plant in the City of Brantford.

No question arises in respect of the right of the employees to organize into collective associations or trade unions, and through such bodies to bargain collectively with their employers as to the terms and conditions of their employment. This principle is conceded by the Company and, in fact, is too well established in law, industrial practice, and public policy, to need any comment at this time.

The question is, rather, whether or not the applicant Union should at this time be recognized as the bargaining agent on behalf of the employees mentioned, with which the Company should now negotiate an agreement in the place of and to supersede a collective association of the employees in question represented by an Industrial Council now in existence.

Under the circumstances it is necessary in weighing the submissions of the parties to the dispute to have a clear understanding of the relevant facts in chronological order.

The Company operates two industrial plants in the City of Brantford, one not concerned in this dispute called the Pearl Street Plant, and the other with which this dispute is concerned, called the Mohawk Street Plant.

In June, 1941, after some organizing had been done by the Union among the Company's employees, the question was raised as to which of the two organizations should be recognized by the Company in negotiating with its employees; a trade union or an industrial council elected by and from the Company's employees. In June, 1941, a vote was taken in both plants to determine which organization the employees desired to represent them in negotiating with the Company. The procedure adopted on the taking of this vote was outlined to the Board in some detail, and it is conceded that the vote was fairly and properly conducted. Oddly enough, in the Pearl Street Plant, the employees voted approximately 80 per cent in favour of negotiating through the applicant Union, while in the Mohawk Street Plant with which this dispute is concerned, the result of the vote was approximately 80 per cent in favour of negotiating through the Industrial Council. As a result of this vote an agreement was negotiated dated August 20, 1941, between the Company and the employees of its Pearl Street Plant represented by Local Union No. 397. In the Mohawk Street Plant, where the employees had voted in favour of being represented by the Industrial Council, an election of officers of the Industrial Council was held. After the election this Council represented the employees and during the following year on motion of both the Council and the Company, it is said various amendments were made in the existing conditions for the benefit of the employees. The Union continued the organization of the Company's employees, and before the elections for the Industrial Council in June, 1942, orally suggested that the Union should be recognized as the bargaining agent on behalf of the employees of the Mohawk Street Plant, or that a vote be taken to show whether or not the employees at that plant desired to negotiate through the Union.

On May 27, 1942, nominations were held for officers of the Industrial Council, and on June 2 an election for officers of the Council was held. Prior to the election, instructions were issued by the Union to its members asking all Union members to refuse to stand as candidates for the Council, and on voting to simply mark their ballots "U.A.W.—C.I.O." The result of this election is of some interest.

There were 296 employees in the plant entitled to vote. In five departments comprising 168 employees the candidates were

elected by acclamation without protest. In one department comprising 4 employees there was no nomination and no ballot. In seven departments comprising 124 employees, apparently all these employees voted, 90 votes being cast for candidates; three ballots were blank, and 31 declared spoiled being marked as instructed by the Union "U.A.W.—C.I.O." or letters to that effect. After this election, by letter dated June 10, 1942, the Union formally requested the Company to negotiate with the employees of the plant in question who were members of the Union to conclude a collective agreement and, in the alternative, if any doubt existed, that a vote be taken to determine whether or not the Union represented a majority of such employees. The Company felt bound to recognize the industrial council and took no action to facilitate this request. Subsequently application was made by the Union for appointment of this Board.

Notwithstanding the instructions by the Union to its members not to stand for election as members of the industrial council, Mr. Stacey frankly stated to the Board that, desiring to make sure of Union representation on the Industrial Council should it continue in existence as the organization representing the employees, the Union did approve and arrange for certain of its members to stand for election, and, in fact, some of these were elected and are members of the current industrial council, although it is said that in the five departments where acclamations took place the majority of the nominees were Union men who refused to stand for election. At least two Union men stood as candidates and were elected as members of the Council.

There is no formal agreement signed by the parties in existence between the Company and its employees as represented by the industrial council, but there is in writing what is called a Constitution, which is amended and promulgated from time to time by the Company and the council. Copies of this are posted publicly in a number of places in the Plant and it is recognized as the arrangement between the Company and its employees. It is so recognized by the Company in its letter to the Registrar of the Department of Labour dated July 7, 1942, in response to the application to constitute this Board.

This Constitution, so-called, makes provision (inter alia) not only for the constitution and election of the council, but also for hiring and dismissal, for seniority rights, for grievances procedure, for hours of work, holidays, etc. It is said that it was considerably amended after the agreement was negotiated between the Company and the Union respecting the Pearl Street Plant to bring it

in line with the agreement completed between the Company and the Union in respect of that plant. Union representatives claim that the industrial council is favoured by the employers, and that the council has been able to accomplish little benefit for the employees. On the other hand, we are referred to various benefits which have been brought into effect during its existence.

On June 26, 1942, the date of the application for this Board, there were 325 employees in the plant in question who would be eligible for Union membership. At that time it is said that of this number some 199 were Union members. At the time of hearing, the Union membership was said to be approximately 254. Union representatives tendered to the Board for inspection 254 completed Union cards said to be membership cards of the employees of this Plant and representing members in good standing. This does not necessarily indicate the payment of initiation fees and monthly dues. Union representatives stated that it is the custom in organizing plants to waive the Union initiation fee of \$3 and the monthly fee of \$1 per month. An inspection of these cards reveals that they are dated on various dates from May 13, 1942, to August, 1942. Over the signature of the employee, the card contains (inter alia) the following provision:

I hereby designate, select and empower the International Union, United Automobile, Aircraft, & Agricultural Implement Workers of America (UAW-CIO), as my representative for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment and other conditions of employment; and I hereby revoke every selection or designation which in any manner may heretofore have been made by me, or any other representative for any of such purposes.

This evidence would indicate that as of this date a substantial majority of the Company's employees are in favour of being represented in their negotiations with the Company by the applicant Union.

The result of the election for the industrial council held on June 2, 1942, is of importance. There was no protest with respect to the election of the officers elected by acclamation and in the seven departments comprising 124 employees, it is of no little significance that 90 employees cast valid ballots for the election of candidates, and that only 31 ballots could be interpreted as a protest against the Industrial Council being elected as representative of the employees. It is also frankly conceded by Union representatives that a number of their members did take part in the election, some to stand as candidates, and many to cast ballots for the election of members.

From the facts stated it must be concluded that the employees of the plant, including considerable number of employees members of the Union, joined in the election held June, 1942, of the industrial council with the approval of the Union. By permitting some of its members to stand as candidates the Union hoped to get control of or at least have a voice in the employees' organization through the medium of this Council. It is recognized both by the Company and the employees that this Council is elected for a term of 12 months. Having enjoyed certain benefits obtained through this Committee and joined in the re-election of this Council for a further period of 12 months, it would seem only fair and reasonable that the employees and the applicant Union should be bound by the choice so made, at least for the currency of the present council. It is recognized by both the Company and the employees that the election of the council constitutes not only a negotiating body on behalf of the employees for a period of 12 months, but also the adoption and ratification of the current conditions set out in the Constitution and posted in the plant. The practical effect of what has been done, is an agreement with the employees through the industrial council for a period of 12 months from June 2, 1942, on the terms and basis of the Constitution so posted. It would be improper for the Company to deny the existence of this agreement or to seek to escape any of the benefits for employees provided by the Constitution. Likewise, the employees should be bound for the recognition term of the agreement in the same manner as the Company.

Although criticism might be made from a legal standpoint, under the circumstances the completion of such an arrangement should be recognized as having some stability by both parties. It may be the hope of certain employees, having obtained certain benefits through the industrial council, that by having the Union now act as their negotiating agent further benefits can be obtained. There seems no doubt that at the present time the applicant Union represents a substantial majority of the hourly-rated employees of the plant in question. If the situation is similar when the present agreement expires, that will be a matter to consider at that time, but at the present time, and during the period for which the present industrial council was elected, the industrial council should be recognized by both the Company and the employees as the organization representing the employees. In the circumstances we would express the hope that the applicant Union would not press its present claim until, or unless, the employees

whom it represents are unfettered by a current and existing arrangement with the Company.

All of which is respectfully submitted.

Dated at Toronto, this 9th day of November A.D. 1942.

(Sgd.) J. C. Gillanders,
Chairman

(Sgd.) V. A. Sinclair,
Member

Minority Report

The Honourable Humphrey Mitchell,
Minister of Labour,
Ottawa, Ontario.

In the matter of the Industrial Disputes Investigation Act and of a dispute between Brantford Coach and Body Limited, Employer, and Employees in its Mohawk Street Plant, Members of Local 397 United Automobile Workers of America, Employees.

The Board of Conciliation and Investigation appointed by you to enquire into the dispute between the above named parties has made its investigation. Finding myself entirely at variance with the conclusions of my colleagues on the Board, I now have the honour herein to present my report.

The question at issue is whether or not the applicant Union should be recognized as the bargaining agent with which the Company should negotiate and conclude a collective agreement with respect to its Mohawk Street Plant in the city of Brantford.

In order to clearly understand the problem in this dispute, I find it necessary to relate the events leading up to it and to thoroughly examine the vote for the election of plant council representatives, as well as the circumstances surrounding the adoption of the alleged "Contract." The dispute must, however, be considered with respect to the activities of the Union in the Company's Pearl Street Plant in order to arrive at a proper conclusion as to whether or not the Company in its Mohawk Street Plant has succeeded through the employment of devious means to have established a Council supposedly representative of the employees therein, for the purpose of depriving the employees of their right to union recognition.

Events Leading up to Dispute

In 1937 the United Automobile Workers of America, at the request of some of the employees, placed their services at the disposal of the employees in both of the Brantford Coach and Body plants in Brantford. Some of the employees became members but as the Union was at that time engaged in the organization of several large automobile plants in

Ontario, little attention was given to the Brantford situation and it was an easy matter for the Company to persuade their employees in the Pearl Street plant to form themselves into an isolated company union, called the Brantford Coach and Body Builders Association, it having been related by their employers that their affiliation with the C.I.O. at that time was detrimental to that business. Labour generally in Canada had been suffering for a period of at least seven years from unemployment, short time and, worse still, from fear of these. Together with the inability of the Union at that time to give them the attention and guidance they required, it was natural that the employees could be persuaded to discontinue their Union affiliation. The result was that the Union rescinded the charter of the Brantford Local on the formation of the company union.

In 1941, however, the officers of the company union had had ample opportunity to learn how ineffective and impotent such an employees' organization could be. Early that year it decided to become a proper trade union but was undecided as to which organization it should affiliate with. A meeting of the employees was then held. By a large majority their committee was instructed to seek reaffiliation with the U.A.W.-C.I.O. and their charter was returned to them by the Union and the local re-established.

The Union then approached the Company for purposes of collective bargaining. Up until this time union organization had only taken place in the Pearl Street Plant, the Union not being active in the Mohawk Street Plant.

Vote in Pearl Street Plant Result of Union Request

In response to the Union's request for negotiations in the Pearl Street Plant, the Company decided to take a vote among its employees when by ballot they were asked to state whether they wished to be represented by an industrial council or an "outside union." The Union has no complaint about the voting procedure. I submit however that the term "outside union" was a deterring one as it is vague and misleading when a specific union, the U.A.W., was the one requesting bargaining rights. The result of the ballot, nevertheless, was 80 per cent in favour of the Union.

As a result of the ballot, negotiations were entered into between the Company and the U.A.W. Local, resulting in an agreement being completed and signed by these two parties on the 21st day of August, 1941. It should be noted that the vote was taken in June, 1941, and the agreement completed and signed in August. At least two months were, quite

properly, necessary to arrive at final conclusions.

Vote in Mohawk Street Plant Company Initiated

However, at the same time as the vote was taken in the Pearl Street Plant, the Company on its own initiative also took a similar vote in the Mohawk Street Plant, the one we are now concerned with. This was an astute move on the part of the Company, as the Union had not requested collective bargaining in that plant. It was therefore a very obvious strategy to forestal union activity and in countries where unfair labour practices are properly defined and penalized such strategy is unlawful.

This "unfair labour practice" resulted, as was a foregone conclusion, in 80 per cent of the votes favouring the company union or industrial council. A council was elected, representative of the various departments. A "constitution of Industrial Council of Mohawk Street Plant of Brantford Coach and Body Limited" was later posted in the plant. It contained 13 clauses and in none of them nor in its title is there any indication that this document constitutes a contract between the Company and the council (company union). It is, as it simply states in its title, a constitution of the plant council to which in no part of it is the Company committed, nor has it signed to agree, to the provisions therein. There was not, therefore, at the time of the inception of the council or company union any "contract" entered into between the Company and the council.

Union Membership Increases in Mohawk Street Plant

Having completed its negotiations with the Company in the Pearl Street Plant resulting in a proper agreement being entered into and concluded by the Union and the Company, some attention could be given to the increasing demand for union membership and representation on the part of the employees in the Mohawk Street Plant. During the year, this membership increased until at the date of the application on June 27 for this Board, it numbered 199. When the Board held its sitting in Brantford, evidence was submitted determining that at that time the Union membership had increased to 254. The cards do show that many joined between May 13, 1942, and August, 1942. This should be considered in connection with the date set for nominations to office of the plant council members which took place on May 27 as additional evidence of protest from the employees on behalf of proper union representation. Further evidence I adduce from the result of the

nomination proceedings and the balloting for candidates.

Union Advises against Strikes

I cannot in any manner agree that a vote for officers or representatives to a plant council can, by any stretch of the imagination be considered as a vote determining what agency the employees desired to represent them. Our workers are not astute politicians wary of abstract implications but are honest hard working men unaware of what construction or misconstruction can and might be placed on their honest actions. It is claimed that "there was no protest with respect to the election of the officers elected by acclamation in the seven departments comprising 124 employees." They could have struck the plant to give ample evidence to their protest against the vote that was to take place, but the Union had already on or about May 9 induced them to return to work when a strike was in progress. In an earlier strike those employees who were active sponsors of proper union representations had previously induced the workers to return to their jobs. It was contrary to their determined policy of no strike on war production to countenance any such measures. What sort of protest was required of them? Is the Company anxious for a strike or for the heat for strike action to be generated, as they also protested at the Board that a strike vote had not been taken when this Board was applied for? The Union, however, has advised its members against such action during the war so it protested in every other legal means in its power. From the following examination of the vote for the industrial council we will see that this protest is an obvious and determined one.

Nominations Results for Industrial Council

In five departments, comprising 168 employees eligible to vote, the candidates were returned by acclamation but not "without protest" as is most evident from the nomination proceeding. In this procedure, every employee eligible to vote or nominate obtain a ballot on which he writes and deposits the name of his nominee.

In the Dump Body Department three employees received nominations. One of the nominees was a union member and he received a *plurality* of the votes cast. One of the remaining two nominees had been the Council representative the previous year and receiving the least votes of the three, he refused to stand as he considered the vote as evidence of lack of confidence in the Council. The remaining nominee was elected by acclamation. There are approximately 30 employees in the Department.

In the Wood Department there were 15 employees eligible to vote. A union man received the majority but declined to stand for election. There was also an acclamation in this department.

In the U.K. line, two were to be elected as there are more than 50 employees in this department. Two union men received the greatest and the second greatest number of the nomination votes. They declined to stand and the two others receiving a minority vote were elected by acclamation.

In the Research Department there are approximately 50 employees. The Secretary of the Council for the past year received a substantial majority but declined to stand owing to the impotence of the Council. The other nominee who had received a small minority of the vote was therefore elected by acclamation.

Election Results in Seven Departments

In the seven departments where a vote was taken for election, the results are also interesting and substantiate the Union's "protest" and its majority.

In the Yard Department two union men received 16 votes. In the Shipping Department, the union man received 18 votes and in the Wood Department, the union member received 5 votes. In the three departments where union members did not stand for election, they were elected in two of them and lost the third by only 2 votes. Of the total of 124 votes cast for representatives in these three departments alone union members received 39 votes. Add to these 39 the 31 ballots marked U.A.W.-C.I.O. and we find a total of 70 for the Union, which must be considered a minimum for the Union because in the four other departments there is no way of determining Union strength. This 70 represents a substantial vote for the Union even in those seven departments where the vote was taken.

Overwhelming Vote Favours Union Representation

Considering the results of the vote with the results of the nominations where Union nominees received such an overwhelming majority of the votes but declined to stand for election to a plant council, I am forced to come to the conclusion that the Company was very anxious to establish a shadow organization to frustrate the employees' demands for union representation and recognition. As those employees who had not more than two months' service with the Company were not permitted to vote, and as the vast majority of them are union members, the choice of the Union by the employees is very evident.

Union Approached Company before Vote Taken

I say the Company was anxious to get a shadow Council re-elected because for some time prior to nominations, the Union had advised the Company that it represented the majority of the employees in the Mohawk Street Plant and desired to enter into collective bargaining with a view to concluding a collective agreement. A shop Committee conveyed their requests to the Company for a vote to be again taken either under the supervision of the Department of Labour or as it had been taken the year before. In reply to that request the Committee was invited to meet the management when the Manager, the Director of Personnel and the President, Mr. J. E. Ruby, were present. At that meeting, Mr. Ruby stated emphatically that he would have nothing to do with the C.I.O., that he would recognize the Industrial Council and nobody else. The Committee then had to exert every effort to dissuade the employees from striking. The International Representative of the Union had submitted similar verbal requests on various occasions and in writing on May 20 to which the Company in its statement declared that "no reply was made". This all took place prior to the nomination and elections pertaining to the plant council. The Union addressed further communications to the Company immediately following the vote.

Company Agreed on Vote Subject to Directors' Approval of Results

The Company ignored the Union's "protests" and requests for a means to determine the Collective Bargaining Agency and proceeded to hold the nominations and elections with the results above noted. However the company did, on June 26, agree to a vote being taken in the plant to determine the bargaining agent but when the arrangements for the votes were under way, the management, declared that should the vote favour the Union, the matter would only be referred to the Board of Directors for their decision as to whether the Union should or should not be recognized. Under these circumstances the Provincial Department of Labour withdrew as it could not justify the time and cost involved.

The Constitution or "Contract"

An equally important factor in this dispute is the nature of the alleged "contract" or collective agreement which it is now claimed is in force and resulted from negotiations with the Industrial Council.

First of all what is a collective agreement? Whatever the legal terminology may be, one definition is as follows: "there must be two

parties to a contract or agreement and there must be mutual assent to its terms. Further, to constitute a contract there must be both the 'offer or a promise' or a proposal and the acceptance of that offer or proposal."

In the case of a union contract, the agreement is on behalf of its members who either in assembly, vote to adhere to its provisions or who have instructed officers to bargain for them and authorized them to sign agreements on their behalf. The Contract becomes an important document as it sets forth the parties to its provisions, working conditions, responsibilities, etc. Further it is negotiated on the instructions and authority of the Union members who are a party to it.

Is there such an agreement in effect between the employees in the Brantford Coach and Body, Mohawk Street Plant, and its employers? For the following reasons I must conclude that there is no collective agreement now in force there.

As I pointed out above, after the election of the Industrial Council officers in 1941, a Constitution of the Industrial Council was posted consisting of some thirteen clauses. This is simply an inadequate "constitution" for such a Council setting forth its form of organization and stating what its function will be—i.e., to discuss grievances and working conditions. In no way can this "constitution" be termed a collective agreement or a contract. In the first place a collective agreement implies an agreement on behalf of a collective body and a contract concluded necessarily implies terms to which two or more parties have agreed. The Company has very studiously avoided giving this document recognition as a contract, and it never acknowledged the existence of a "Contract" at the Board meeting. While the Industrial Council "Constitution" might be construed to contain "a proposal" there is certainly no evidence of its acceptance by the Company as it is not a party to the "Constitution," far less being a party to a collective agreement or contract.

It is now generally conceded in modern industrial relations that "good faith" on the part of parties to a Union contract necessitates its expression by the conclusion of a signed agreement.

Eleven days after the election of the representatives to the Industrial Council which was protested by every legal means, short of a strike, by the employees who are members of the Union, documents were posted in the Plant. One set of documents was headed:

"Minutes of meeting of Industrial Council held in Brantford Coach and Body Limited plant on Saturday, June 13, 1942, at 1 p.m."

The first item in these minutes states: "The Constitution of the Industrial Council was the first order of business. This was studied. The

adoption of the Constitution to stand, it being considered by the Industrial Council as satisfactory, except Clause No. 1 which should read as follows: 'That all grievances of any employee which are of a serious nature be referred to the Industrial Council, and, if found to be in order, the grievance will then be forwarded for consideration by the management'."

The Company's answer appears on the right hand side of this Document which purports to be minutes of an employees' meeting and is as follows:

"1. Minutes noted by Management. Copies of Constitution, with additional memo, have been posted in all Departments."

Let's recall that the election was held on June 2 and the minutes of the Council meeting are dated June 13, and in the course of the eleven intervening days the "additional memo" consisting in fact of the addition of two pages of material to the existing one page of the "Constitution." All in the intervening eleven days when negotiations for a similar document with the Union in the Company's Pearl Street Plant were necessarily extended over a two month period.

These "minutes" say that the "Constitution was studied." Does a contracting body merely "study" the terms for which it is negotiating? Obviously these terms were prepared for the Council by the management and accepted with little or no comment.

Further, the Company is at this date able to say "Copies of Constitution, with additional memo have been posted in all Departments." This seems to be a farce but, unfortunately, one that will have serious repercussions as it is further evidence of the Company's determined effort to thwart the employees' right to be properly represented.

The "memo" mentioned in the minutes, and consisting of two pages of material, deals with provisions for Hiring and Dismissal, Seniority, Grievance Procedure, Hours of Work, etc., which it must be conceded are of utmost importance in any collective agreement. In spite of that importance, however, again the Company studiously avoids giving it the status of a contract.

On the other hand, the representatives elected to the Council by the means explained above were neither instructed to negotiate the "memo" nor were they authorized to act on behalf of the employees in the Plant. Nor does the "Constitution" give them such authority.

Further, the representatives on the Council did not submit these matters, either before or after their consent to its adoption, to the employees. This "Constitution" cannot, therefore, in any sense be considered as a contractual obligation legally or otherwise. There

never has been an employees' meeting held to consider any of these matters.

In addition to the above contention that there is no contract in existence between the employees of the Company. I submit that even if a document, purporting to be a contract, had been signed by the Council members and the Company it would have been concluded by the Council members who represent a minority only of the employees. Therefore they would not have had the authority to conclude such an agreement. It would have been highly improper for them, as representatives of a defunct or discredited pseudo organization to act on behalf of the majority of the employees with no authority to so act.

It is interesting to note that Mr. Ruby asked a gathering of the employees why should they join an International Union when there was one recognized in the Pearl Street Plant and whatever benefits it secured there would apply to the Mohawk Street Plant. This is obviously another unfair labour practice but, unfortunately, our laws in Canada do not as yet prohibit it. Justice, however, demands that the employees be accorded their legal rights.

Conclusion

I will conclude with the assertion that the employees in the Mohawk Street Plant are entitled as elsewhere to be represented by a Union of their own choosing, free from employers' domination, as stipulated in Order in Council 2685. The employees have made it quite clear that they have chosen U.A.W.-C.I.O. as their Union. They should not be deprived of that right simply because of employers' manoeuvres and strategy which it is hoped will, in the near future, be declared illegal. The employees' protests before and during the vote for Council representatives is

sufficient evidence of their desires. And it is that desire with regard to which organization should represent them that must be given consideration, not the choice of the employers. The Council is definitely not the choice of the employees, neither is the "Constitution" a contract or a collective agreement, nor is the vast majority of the employees a party to it. Neither has the employer become a party to the "Constitution" and "Memo" it is now supporting in a final effort to thwart the Union of his employees.

Obviously the Union represents a substantial majority of the employees and there is no existing collective agreement between any other representative body of employees and the employer. Therefore U.A.W.-C.I.O. Local 397 should be accorded exclusive recognition as the bargaining agency on behalf of the employees. Should there be the least doubt about the wishes of the employees, the vote agreed to by the parties in June to be taken by the Department of Labour should be recommended to determine the bargaining agency; and should the vote favour the U.A.W.-C.I.O. Local 397, the Company should be instructed to enter into negotiations with it with a view to the conclusion of a proper collective agreement. Otherwise deplorable industrial relations practices will be countenanced whereby an employer can employ nefarious tactics to have pseudo committees elected and pseudo "agreements" arrived at for the purpose of frustrating the employees' legal rights to proper union representation and recognition.

Respectfully submitted,
(Sgd.) Drummond Wren,
Member.

Dated at Toronto, this 2nd day
of November, A.D. 1942.

Report of Board in Dispute between Dominion Engineering Works, Limited, Longueuil, P.Q., and Its Employees

The Board of Conciliation and Investigation established to deal with a dispute between the Dominion Engineering Works, Limited, Longueuil, P.Q., and its employees, members of the Metal Trades Council of Montreal and Vicinity (LABOUR GAZETTE, November, 1942, page 1249), has submitted a unanimous report to the Minister of Labour.

The personnel of the board was as follows: Mr. F. W. Edge, chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members: Mr. William C. Nicholson, K.C., appointed on the nomination of the employer; and Mr. James Somerville, appointed on the nomination of the employees. All three reside in Montreal.

The board's report together with the signed agreement, which was negotiated with the assistance of the board, follows:

Report of Board

Re Dispute between the Dominion Engineering Works Ltd., Longueuil, Que., and its Employees, Members of the Metal Trades Council of Montreal and Vicinity.

MONTREAL, NOVEMBER 24, 1942.

To the HON. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

SIR:—

The Board of Conciliation and Investigation appointed by you to investigate the above-

mentioned dispute begs to report that written and oral evidence submitted by both parties to the dispute was heard by the Board at its various sittings held in the Old Court House, Montreal. It soon became evident to the Board that there was no disinclination on the part of the Dominion Engineering Works Limited to make an agreement with the accredited representatives of its employees, therefore, the Board lent its efforts to the task of negotiating an agreement between the two parties.

Your Board is now pleased to report that an agreement has been made, based on the rates of pay and working conditions at present in effect at the Longueuil Plant, and we are enclosing copy of same.

This dispute may now be considered as amicably settled to the mutual satisfaction of both parties.

Yours faithfully,
(Sgd.) F. W. EDGE,
Chairman.

(Sgd.) JAMES SOMERVILLE,
Board Member.

(Sgd.) W. C. NICHOLSON,
Board Member.

1. The parties to this agreement.

The parties to this agreement shall be:—

- (a) Dominion Engineering Works Limited, operating the Longueuil Plant on behalf of and as Agent for His Majesty (hereinafter called the "Company") and
- (b) The hourly rated employees of Dominion Engineering Works, Longueuil Plant, as represented by The Metal Trades Council of Montreal and vicinity (hereinafter called the "Union").

2. Wages, working hours and conditions of employment

- (a) The hourly rated employees of the Company not represented by the Union will be employed on terms neither more nor less favourable than the terms of employment applicable to the employees covered by this agreement, provided they are in the same trade or classification.
- (b) The parties hereto recognize that under existing Government regulations wage rates cannot be increased or decreased nor can any term of employment be altered, including any rule, regulation or practice governing working conditions having the effect of or for the purpose of directly or indirectly increasing or decreasing wage rates now in effect without the written direction or authorization of the Regional War Labour Board. Nothing herein contained shall be deemed to restrict either party from applying to the said Board for revision of existing wage rates or working conditions as above-mentioned.

The schedules attached to this agreement outlining present classifications, minimum rates of wages and other matters are for information and guidance only and are not to be considered as a settled part of this agreement. They may be changed from time to time

by the Company as circumstances may require or upon the order of the proper Government authority in cases where, under existing Government Regulations, such authority is required.

- (c) The Company undertakes to allow employees a period of five minutes before the end of each shift to wash-up and to return tools to the tool crib.
- (d) The Union agrees to work with overtime rates for two shifts of twelve (12) hours so long as the same may be necessitated for wartime production.
- (e) Employees will be paid during their regular working hours.

3. Overtime on statutory holidays

Any time worked on the following days shall be paid for at the overtime rates in force for such days: New Year's Day, Good Friday, Dominion Day, Labour Day, Thanksgiving Day, Christmas Day, and all Sundays, and any day declared by statute or decree to be observed as one of the holidays mentioned herein because such holiday would fall on a Sunday.

4. Classification of employees

All hourly paid employees of the Company covered by this Agreement shall be classified as follows:—

- (a) An employee hired as a trainee shall be so classified and paid according to the Company's schedule of wage rates for trainees.

Upon completion of such period of service as a trainee such employee shall be classified as an "Improver" and shall be paid according to the Company's schedule of wage rates for Improvers. Such employee shall remain an Improver until his wage rate reaches the minimum rate of wages for the job classification for the work the employee is performing, whereupon the employee shall become a classified employee.

The Company may at its discretion promote or discharge a trainee or improver at any time before he becomes a classified employee.

- (b) Every employee other than Trainees and Improvers shall be classified according to the job classifications established by the Company, and every such employee will be entitled to receive the minimum rate of wages established for his job classification.

Every employee shall be notified whenever his job classification is changed. There shall be no discrimination on account of age or sex in classifying any employee.

The classification of an employee in accordance with the terms of this agreement shall be done by the Company. In case of a disagreement over any classification the employee shall be given an opportunity to show whether or not he can qualify for the classification which he believes he deserves, provided a vacancy in such occupational classification occurs.

- (c) Plant police, guards or watchmen are not covered by this agreement.

5. Deductions

Deduction from wages, except those required by law, shall be made only on the written authority of the employee.

6. Safety and Health

The Company shall continue to make reasonable provisions for the safety and health of its employees during working hours.

In cases where, in the opinion of the Company, special clothing or protective devices are required for the protection of the employees the same will be supplied by the Company.

7. Rest Periods

The Company will allow all employees a ten-minute rest period with pay in the morning and in the afternoon; shifts other than the day shifts shall be allowed two similar periods. An additional ten-minute rest period with pay will be allowed to employees working on a 12-hour shift.

8. Committee of the Union

The Union agrees to notify the Company of the names of the members of a Committee appointed by the Union to discuss with the Company any matters or grievances arising out of the operation of this agreement and also of any changes that may take place from time to time in such Committee. All the members of the Committee shall be employees of the Company, and if they are required to leave their jobs for the performance of their duties as members of the Committee they shall obtain leave from their foreman before doing so.

9. Settlement of Disputes

Any disputes arising out of this agreement, or any grievances or misunderstandings which any employee or group of employees covered by this agreement may desire to discuss or adjust with the Company shall be handled as follows:

- (a) The employee concerned may take the matter directly to his foreman alone, or accompanied by a member of the Committee.
- (b) If a settlement is not reached within a reasonable time, the employee, accompanied by a member of the Committee, may take the matter to the Superintendent of the employee's Department.
- (c) If a settlement is still not reached, the member of the Committee shall report the matter to the Committee of the Union in writing and the Committee shall discuss the matter with the Works Manager.
- (d) If a settlement is still not reached, the matter may be referred to an executive officer of the Company.
- (e) All decisions arrived at between the Company and the Committee shall be final and binding upon the Company, the Committee, and the employee or group of employees concerned.
- (f) Matters to be dealt with under the foregoing provisions of this paragraph shall normally be discussed during working hours, but lengthy negotiations for settlement of disputes shall be discussed outside of working hours.

10. Arbitration

In the event that no agreement is reached through the procedure set forth in Clause 9 hereof the matter may, by mutual consent, be referred to an Arbitration Committee consisting of an equal number of representatives (but not exceeding two each) of the Company and the Committee and the chairman chosen by such representatives. Should the representatives fail within five days to agree on a chairman the Minister of Labour of the Dominion of Canada will be requested by the above-mentioned representatives to name an additional member of the Arbitration Committee who shall act as chairman. After an Arbitration Committee has been formed by the foregoing procedure it will meet and hear the evidence of both sides and render a decision within seven days of the completion of the taking of evidence. The decision of the Arbitration Committee shall be final and binding upon both parties.

11. Seniority

In all cases of lay-off or increases of staff the following factors shall be considered:

- (i) Ability, skill and experience.
- (ii) Length of Service.

No employee shall have seniority status until he has been continuously employed by the Company for three months as a classified employee.

In the case of equally qualified employees seniority will be taken into consideration by the Company on all occasions when a lay-off is necessary and the Company agrees to discuss with the Committee of the Union any case or instance of hardship or alleged injustice to an employee arising out of any lay-off.

12. Discharges

The Management of the Company will upon request notify the Committee in writing of the reason for the discharge of any employee covered by this agreement. Any such action of the Company which, in the opinion of the Committee, results in an employee or a group of employees being unjustly dealt with or discriminated against shall be considered a grievance to be dealt with under the provisions of Clause 9 of this agreement.

13. Co-operation

The Union undertakes to co-operate with any Management Labour Production Committee formed by the Company under the provisions of the National Selective Service scheme and will support the enforcement of Company rules and regulations on the part of the employees covered by this agreement.

During the term of this agreement the Company agrees that there shall be no lockout and the Union agrees that there shall be no slowdown, strike or other stoppage or interference with work.

14. Discrimination

There shall be no discrimination, interference, restraint or coercion by the Company or any of its agents against any employee because of membership in the Union, and the Union will not coerce employees into membership, or solicit membership, or distribute propaganda, or transact any other business of the Union on the Company's time other than as provided in this agreement. No Union meeting shall be held nor Union notice distributed or posted on the Company's property which has not been approved by the Works Manager.

15. Leave of Absence

- (a) The Company will grant reasonable leaves of absence without pay to delegates of the Union not exceeding three in number, when necessary for the transaction of Union business.
- (b) Any employee elected as a full-time Union Official shall be given special consideration as to re-employment upon termination of his term of office. If at such time a position suitable to his position and experience is open he shall be given preference over other applicants.

16. Approval and termination

The present agreement shall be subject to the approval of the Minister of Munitions and Supply insofar as the same may be necessary and shall terminate immediately upon the Company ceasing to operate the Longueuil Plant on behalf of and as Agent for His Majesty.

Subject to the foregoing this agreement shall become effective on the 23rd day of November, 1942, and shall remain in effect for one year

thereafter unless changed by mutual consent of the parties hereto.

It shall be binding for a further period of one year unless either party shall have given the other written notice of the termination of the agreement one month before the last day of the period prescribed by this agreement.

17. Notices

Any notices required to be sent to the Union hereunder shall be effectively given when posted to The Metal Trades Council of Montreal and vicinity at Room 207, 1502 St. Catherine Street W., Montreal, and any such notices required to be given to the Company shall be effectively given when mailed to the Company, P.O. Box 220, Montreal, Que.

This Agreement shall be signed on behalf of the Parties hereto by their duly authorized officers this 23rd day of November, 1942.

Dominion Engineering Works Limited,
operating the Longueuil Plant on behalf of
and as Agent for His Majesty.

(Sgd.) H. G. Walsford, Vice-President.

(Sgd.) F. W. Evens, Secretary.

The Metal Trades Council of Montreal and
Vicinity.

(Sgd.) Robert Haddow,

(Sgd.) J. Leopold Bissonette.

SCHEDULE "A"

**DOMINION ENGINEERING WORKS, LIMITED.—
(LONGUEUIL PLANT)**

**MINIMUM RATES OF WAGES FOR TRAINEES AND
IMPROVERS—HOURLY RATE EMPLOYEES**

Trainees

Male trainees over 18 years of age or male trainees of any age holding a certificate from a recognized training school:

First 12 weeks of employment—35 cents per hour.

Second 12 weeks of employment—40 cents per hour.

Male trainees under 18 years of age not holding a certificate from a recognized training school:

First 4 weeks of employment—25 cents per hour.

Second 4 weeks of employment—30 cents per hour.

After the first eight weeks of employment the employee will be rated on the same basis as trainees over 18 years of age commencing at 35 cents per hour.

Female trainees over 18 years of age:

First 4 weeks of employment—27½ cents per hour.

Second 4 weeks of employment—30 cents per hour.

After the first eight weeks of employment the employee will be rated on the same basis as male trainees over 18 years of age commencing at 35 cents per hour.

All trainees on night shift shall receive 2½ cents per hour more than on day shift except while in the school.

Trainees while in the school shall not be paid time and a half for overtime. Time and a half for overtime shall be paid all trainees as soon as they are put on production.

Improvers

At the completion of the second 12 weeks of employment at 40 cents per hour the trainee's rate shall be increased to 45 cents per hour. As soon as a trainee attains a wage rate of 45 cents per hour he shall be classified as an "Improver."

The wage rate of an Improver shall be increased 5 cents per hour at the end of each four weeks of employment as an Improver until the Improver receives the minimum rate established by the Company for the job classification for the work the employee is performing.

As soon as an Improver receives the minimum rate for his job classification as above he shall immediately become a "classified employee."

Improvers on night shift shall receive 5 cents per hour more than on day shift.

Improvers shall receive payment for overtime on the same basis as "classified employees."

The Company may at its discretion promote or discharge a trainee or an improver at any time before he reaches the minimum rate for his job classification as above provided.

SCHEDULE "B"

**DOMINION ENGINEERING WORKS, LIMITED
(LONGUEUIL PLANT)**

Minimum Wage Rates for Classified Occupations

Classification	Minimum Rate per hour
Charge Hands, Class "A"	90c
Charge Hands, Class "B"	80c
Charge Hands, Class "C"	70c
Set-up Men, Class "A"	85c
Set-up Men, Class "B"	75c
Set-up Men, Class "C"	65c
Leading Hands, Class "A"	85c
Leading Hands, Class "B"	75c
Leading Hands, Class "C"	65c
Broach Operator	55c
Bryant Grinder Operator	60c
Centring Machine Operator	55c
Do-All Saw Operator	55c
Drill Operator, Class "B"	65c
Drill Operator, Class "C"	55c
Engine Lathe Operator, Class "A"	80c
Engine Lathe Operator, Class "B"	70c
Engine Lathe Operator, Class "C"	60c
Engine Lathe Operator, Class "D"	55c
Engraving Machine Operator	55c
Fellows Gear Shaper, Operator, Class "D"	55c
Fitters and Assemblers, Class "A"	80c
Fitters and Assemblers, Class "B"	75c
Fitters and Assemblers, Class "C"	65c
Fitters and Assemblers, Class "D"	55c
Grinders, plain, cylindrical, Class "C"	60c

Classification	Minimum Rate per hour
Grinders, surface, Class "C"	60c
Grinders, surface, Class "D"	55c
Gun Barrel, drill or borer Operator	55c
Hack Saw Operator	55c
Honing Machine Operator	55c
Horizontal Boring Machine Operator, Class "B"	75c
Horizontal Boring Machine Operator, Class "C"	65c
Horizontal Boring Machine Operator, Class "D"	55c
Inspector, Class "A"	85c
Inspector, Class "B"	75c
Inspector, Class "C"	65c
Inspector, Class "D"	55c
Keller Profiler Operator	60c
Hand Profiler Operator	55c
Milling Machine Operator, Class "A"	75c
Milling Machine Operator, Class "B"	65c
Milling Machine Operator, Class "C"	55c
Planer and Shaper Operator, Class "A"	70c
Planer and Shaper Operator, Class "B"	60c
Planer and Shaper Operator, Class "C"	55c
Turret Lathe Operator, Class "B"	75c
Turret Lathe Operator, Class "C"	65c
Turret Lathe Operator, Class "D"	55c
Rifler Operator	65c
Sweeper	45c
Vertical Boring Mill Operator, Class "C"	65c
Vertical Boring Mill Operator, Class "D"	55c
Vertical Slotter, Operator, Class "B"	60c
Vertical Slotter, Operator, Class "C"	55c
Welder, arc and gas, Class "A"	80c
Welder, arc and gas, Class "B"	70c
Toolmakers, Class "A"	95c
Toolmakers, Class "B"	90c
Toolmakers, Class "C"	85c
Toolmakers, Class "D"	80c
Toolroom Improvers, Class "A"	75c
Toolroom Improvers, Class "B"	65c
Toolroom Improvers, Class "C"	55c
Toolroom Machinists, Class "A"	90c
Toolroom Machinists, Class "B"	85c
Toolroom Machinists, Class "C"	80c
Millwright, Class "A"	80c
Millwright, Class "B"	70c
Millwright, Class "C"	60c
Millwright, Helpers, (not including labourers)	50c
Electricians (not on building construction), Class "B"	80c
Electricians (not on building construction), Class "C"	70c
Electricians (not on building construction), Class "D"	60c
Electricians—Helpers	50c
Cranemen, Class "B"	60c
Cranemen, Class "C"	50c
Slingers, Class "C"	55c
Slingers, Class "D"	50c
Tool Crib Attendants	50c
Heat Treaters	70c
Heat Treaters, Helpers	50c
Pipe Fitters (not on building construction)	65c
Pipe Fitters, Helpers	50c
Blacksmiths	70c
Blacksmiths, Helpers	50c
Carpenters	65c

Classification	Minimum Rate per hour
Tractor Operators	55c
School Instructors	65c
Truckers	45c
Labourers	45c

Night Shift
Minimum wage rates for the above job classifications on the Night Shift shall be 5c per hour more than the above schedule of rates.

SCHEDULE "C"

DOMINION ENGINEERING WORKS, LIMITED—
(LONGUEUIL PLANT)

OVERTIME REGULATIONS—HOURLY RATED
EMPLOYEES

All hourly rated employees except as noted below shall be paid overtime rates as follows:

Time and one-half for all hours worked in excess of nine (9) hours per day and five (5) hours on Saturdays (but not over twelve (12) hours) except on Sundays and Legal Holidays when they shall be paid on the basis of double time.

Double time will be paid for all hours worked in excess of twelve (12) hours per day.

The exceptions are as follows:—

Yardmen and Labourers

Time and one-half for all hours worked in excess of nine (9) hours per day (but not over twelve (12) hours) except on Sundays and Legal Holidays when they shall be paid on the basis of double time.

Double time will be paid for all hours worked in excess of twelve (12) hours per day.

Power House Men, Firemen and Coal Passers

(i) for all hours worked on Sunday, the employee will be paid time and one-half.

(ii) for all hours worked from Monday through to Saturday in excess of 60 hours the employee shall be paid time and one-quarter, or

(iii) for all hours worked in excess of twelve (12) hours on any one day the employee shall be paid time and one-quarter.

Penalties for Late Starting

The Timekeeper will dock employees for being late, as follows:

From 2 to 15 minutes—3/10ths of one hour.

Over 15 to 30 minutes—5/10ths of one hour.

Over 30 to 60 minutes—one hour.

Lateness up to sixty (60) minutes will not be taken into consideration in the calculation of overtime. Any employee being late more than sixty (60) minutes will be paid for overtime on the basis of actual hours worked.

CONCILIATION WORK OF THE DEPARTMENT OF LABOUR DURING NOVEMBER, 1942

CONCILIATION proceedings are carried on by the Department of Labour for the most part under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purposes of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned. In some disputes occurring in industries coming directly under the Industrial Disputes Investigation Act, namely, mines and public utilities, and war work, preliminary inquiries and mediation by officers of the Department result in the settlement of the matters in dispute without the necessity of the establishment of Boards of Conciliation and Investigation.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal and Fredericton. The territory of the officers resident in Vancouver comprises British Columbia and Alberta; officers stationed in Regina and Winnipeg cover the provinces of Saskatchewan and Manitoba; the officers resident in Toronto confine their activities to Ontario; the officers in Montreal to the Province of Quebec, and the officer resident in Fredericton represents the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

During November, sixty-eight disputes were referred to the Industrial Relations Branch of the Department. In a great number of these cases, and in other disputes carried over from the preceding month, Industrial Relations Officers were instrumental in bringing about an amicable settlement of the matters in dispute. The following statement, however, summarizes only those disputes of major importance and is not intended as a complete review of the activities of the Branch during the month.

WOODWORKERS, SOUTHAMPTON, ONTARIO.—Late in October, a complaint was received from Local Union No. 2690, United Brotherhood of Carpenters and Joiners, that nineteen of its members had been dismissed because of union membership by the Dominion Plywood Company, Southampton, Ontario. The Director of Industrial Relations requested the Conciliation Service of the Province of Ontario to assign an investigator, one of its officers having already been in touch with the situation. As a result of two visits to the locality by this official, nine employees were

reinstated and at last report, it appeared likely that four or five others would be reinstated. The investigating officer agreed that the other dismissals were warranted. The plant is engaged on the fabrication of aeroplane plywood.

COAL MINERS, NANAIMO AND CUMBERLAND B.C.—Approximately 1300 employees of Canadian Collieries (Dunsmuir) Limited stopped work on October 21 and 22 protesting the alleged delay of the National War Labour Board on the findings of the special Commission appointed to investigate the application of the United Mine Workers of America, District 18, for a 30 per cent increase in wages. In its report the Commission under the chairmanship of Professor W. G. McBride of McGill University, Montreal, P.Q., with Mr. A. L. Smith, K.C., Calgary, Alberta representing the employees, and Dr. J. W. Gray, Sydney, N.S., representing the company expressed the opinion that the mines could not be operated by the company if any increase in wage rates was granted. The Commission made no recommendations to the National War Labour Board, considering itself to be a fact-finding body only. Mr. F. E. Harrison, Western Representative, Dominion Department of Labour, Vancouver, mediated. A vote was conducted by the employees on October 28, 519 being in favour of a return to work and 401 against. The Union also decided to make application to the National War Labour Board for the application of the wage rate schedule in effect in the Crow's Nest Pass area. Work was resumed October 30. On November 24, an Emergency Coal Production Board was established by Order in Council to examine coal production in Vancouver Island. The Order authorized the company to pay the rate of wages set out in their wage agreement, supplement No. 7 of November 16, 1942. The Board was also authorized to examine and report upon the financial ability of the company to pay increases in wages; to make recommendations as to the extent to which the Government should financially assist the company if it is determined that the company is unable to pay the increased wages authorized and to determine the desirability of continuing the operation of all the collieries in the district having regard to the availability of manpower and the conditions of production in the several collieries.

PIPEFITTERS AND MACHINISTS, VICTORIA B.C.—A serious dispute, which at times threatened to affect production, developed during October between two groups of workers employed by Yarrows Limited, Victoria, B.C.

All outward evidence indicated that the dispute was purely a jurisdictional one relating to operations connected with steel-pipe bending. The company follows what is stated to be an "Old Country" practice in its methods of assigning to machinists certain operations involved in the installation of pipes on vessels under construction. This practice was embodied in an agreement with the National Union of Machinists, Fitters and Helpers (C.C.L.). Strong objection was taken to these methods by the United Association of Journey-men Plumbers and Steamfitters (T.L.C.C.), which organization claimed that they infringed upon operations ordinarily performed by pipe-fitters under Canadian methods, and that they were contrary to the established procedure in other Western shipyards. Numerous efforts to settle the dispute by mediation or resort to independent arbitration were made during November by Mr. F. E. Harrison, Western Representative, Dominion Department of Labour, Vancouver and Mr. G. R. Currie, Industrial Relations Officer, Vancouver. At the end of the month the interested organizations were studying a proposal that a committee composed of members of the Victoria Trades and Labour Council and of the Victoria Labour Council should act as mediators.

MACHINISTS, SIMCOE, ONTARIO.—It was reported to the Department on October 29, that two employees of Cannery Machinery Limited, Simcoe, Ontario, had been discharged by the company because of their membership in the United Automobile Workers of America and activity on its behalf. Mr. J. P. Nicol, Industrial Relations Officer, Dominion Department of Labour, Toronto, who was assigned to make an investigation of the complaint, reported he was convinced that the allegation the employees had been dismissed for union activities was unfounded. Reference is also made, on page 1374 to the application of the union on behalf of the employees of the same company for a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act to deal with a dispute concerning union recognition and the negotiation of a collective agreement.

ROOFING MATERIAL WORKERS, PORTNEUF STATION, P.Q.—On November 3, an Industrial Relations Officer were requested to investigate a labour dispute existing in the plant of Bishop and Sons, Limited, and Mr. L. Pepin, Industrial Relations Officer, Montreal, was assigned to the case. The dispute developed out of the fact that an employee, who had resigned as a member of the National Catholic Syndicate of Pulp and Papermakers of Portneuf, had retained a position on the Employees Committee. It was charged that this man had lost the confidence of the other employees,

that he was under the influence of the management, and that he was using his elective position on the Committee to promote the company's interests. Harmony was restored when the employee in question agreed to resign from the Committee.

GAUGE AND PRECISION TOOL MAKERS, GALT, ONTARIO.—In October, 90 of the 95 employees of Whitehall Machine and Tools, Limited, Galt, Ontario, served 7-day notices of separation upon the manager of the company. Mr. J. L. MacDougall, Industrial Relations Officer, Ottawa, visited the plant early in November and persuaded the workers to withdraw their notices of separation and continue work. The dispute arose out of feelings engendered when the majority control of the company changed hands as the result of a stock transaction. Earlier in the year a one-day strike had taken place for a similar reason. At that time, the Government named an official of the Department of Munitions and Supply as Controller of the plant and retained the former president of the company as general manager. Following the recent incident, the Department of Munitions and Supply decided to place a resident manager in charge of operations who will be responsible to the Controller.

WELDERS, PIPEFITTERS AND HELPERS, LAUZON, P.Q.—On November 19, the Department was advised that the electrical welders of Geo. T. Davie and Sons Limited and Davie Shipbuilding and Repairing Company, Limited, were on strike and that the pipefitters and helpers of the latter company would go on strike on November 23. Previously, on October 23, following a strike which began on October 20, the pipefitters of the Davie Shipbuilding and Repairing Company had agreed to resume work on the understanding "that a Committee of the workers be constituted as soon as possible for the purpose of investigating and submitting to the company any grievance, claim or complaint filed by the workers and that a time limit of one month from to-day (October 23) be granted to the workers' representative in order to file with the National War Labour Board at Ottawa an application for a wage increase as agreed upon during the course of this meeting." On November 17, the employees were informed that a telegram of October 20 to the Minister of Labour requesting assurance that journeymen would be paid 90 cents an hour and helpers 60 cents an hour, could not be considered as an application to the National War Labour Board and that up to that time no formal application had been received by the National War Labour Board for such increases. The employees were advised, on November 21, that their action in going on strike was in violation of

the Industrial Disputes Investigation Act, P.C. 5963 (Wartime Wage Control Order) and National Selective Service Regulations. On the same date Mr. Raoul Trepanier, Industrial Relations Officer, Dominion Department of Labour, Montreal, was assigned to the case. The pipefitters and helpers went on strike on November 23. As a result of the intervention of an official of the Canadian Congress of Labour, a meeting of employees was held on November 26 at which it was agreed that work would be resumed and that a delegation representing the workers involved would proceed to Ottawa for an interview on November 30 with the Executive of the National War Labour Board. At this interview the delegation was advised that the request for increased basic wage rates would be dealt with when a formal application was filed with the Board. Welders and pipefitters of the Davie Shipbuilding and Repairing Company resumed work on the morning of November 27; while the strike of welders and pipefitters of the Geo. T. Davie and Sons Limited was reported terminated November 25.

TRANSPORT WORKERS, WINDSOR, ONTARIO.—One hundred and thirty Windsor transport workers failed to report for work on November 21, seriously affecting the movement of supplies to and from essential war industries. Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, was instructed to investigate. The dispute, which culminated in strike action, arose out of the alleged delay on the part of the Automobile Transport Association in negotiating a collective agreement with the Teamsters and Chauffeurs Union 880, A.F. of L. The workers were advised that the strike was illegal being in violation of the Industrial Disputes Investigation Act, recourse to which should have been taken prior to strike action. The workers returned to work on November 25, a joint meeting of the operators having been arranged by Mr. Ainsborough for November 26. On that day it was decided that when the employees had their proposed agreement ready for presentation, it would be forwarded to Mr. Ainsborough who would transmit it to the operators. A meeting between the operators and workers to discuss the proposed contract was tentatively set for December 1.

ORDNANCE WORKERS, HAMILTON, ONTARIO.—On November 24, the Department received a complaint from the United Electrical Radio and Machine Workers of America stating that the president of Local Union No. 515, Hamilton, Ontario, had been suspended by Otis-Fensom Elevator Company Limited for "alleged violation of plant rules." On November 26, Mr. J. P. Nicol, Industrial Relations Officer, Toronto, conducted an inquiry which

revealed that the suspension of the employee in question was warranted, he having wilfully disobeyed a written rule of the company forbidding unauthorized assemblies in the plant. The company was persuaded, however, to restore the employee to his position when he signed a statement recognizing that he had been in error and undertaking to abide by plant rules, if reinstated.

DRY DOCK AND SHIPBUILDING WORKERS, SAINT JOHN, N.B.—A wage dispute, of considerable duration, culminated in a stoppage of work by some 800 employees of St. John Dry Dock and Shipbuilding Company Limited, on the afternoon of November 25. A reference as to wage rates had been made to the National War Labour Board in March, 1942, at which time the employees of the firm were represented in negotiations with the management by four Unions affiliated with the Trades and Labour Congress of Canada, and two chartered by the Canadian Congress of Labour. One independent Union was organized later. Dissatisfaction with the Finding and Direction of the National War Labour Board gave rise during the summer to a refusal by the employees to work more than 44 hours per week. This failure to work overtime created serious problems in the drydocking of naval and other vessels and in making urgent repairs to ships over week-ends. In September, the four T.L.C.C. unions signed a collective agreement with the management, based on the Finding and Direction of the National War Labour Board and accepting wage adjustments as from March 1, 1942. However, the two C.C.L. unions and the independent organization (all of which later became amalgamated) refused to accept the March 1 adjustments and in order to enforce a general increase in wages, persisted in their refusal to work overtime. The National War Labour Board notified the parties that a Finding and Direction would not be made until the employees resumed their normal hours of work (approximately 56). Following mediation by Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B. (whose services had also been utilized on numerous earlier occasions), the employees agreed to resume overtime work as of October 29. A new Finding and Direction of the National War Labour Board relative to the application for general increases, made in September, reached the parties and was discussed at conferences on November 24 and 25, Mr. Pettigrove participating in the conferences on the second day. The Finding and Direction provided for wage increases in certain occupational classifications, retroactive to September 8. The Union representatives refused to accept this decision, demanding that the

wage increases be made retroactive to March 1, 1942, and that increases for certain occupational classifications be made to bring them into conformity with rates payable in a Halifax Shipyard. An agreement was reached between the company and the negotiating committee that a joint application would be submitted to the National War Labour Board on a small number of specific adjustments. All members of the Union were requested to discontinue work at 2 p.m. on November 25 to attend a mass meeting, at which the joint proposals were endorsed. Work was resumed November 26.

STEEL-MILL WORKERS, VANCOUVER, B.C.— Approximately 1,200 employees of Hamilton Bridge Western Limited ceased work on November 27-28 on account of the company's alleged refusal to negotiate a closed-shop contract with the Boilermakers' and Iron Shipbuilders' Union (C.C.L.), and in protest of the company's action in signing an agreement affecting welders and burners affiliated with the Amalgamated Building Workers of Canada. Mr. F. E. Harrison, Western Representative, Dominion Department of Labour, Vancouver, advised the Executive Committee of the Boilermakers' and Iron Shipbuilders' Union to resume operations and make application for the establishment of a Board of Conciliation and Investigation. On November 30, Mr. Harrison reported that following conferences arranged by him between the Union representatives and Managements concerned, the employees of Hamilton Bridge Western Limited agreed to resume work on the afternoon of November 30, and under a similar arrangement a threatened strike of the employees of West Coast Shipbuilders' Limited was averted. A further conference between the management of both companies and the unions concerned was arranged for December 1.

Union Representation Votes

MUNITIONS WORKERS, WINDSOR, ONTARIO.— By joint consent of the parties concerned, a ballot under Departmental supervision was conducted on October 29 among employees of Defence Industries, Limited, Windsor, Ontario, to determine the following question: "Do you desire the U.A.W.A.—C.I.O. to represent you to bargain with your employer on your behalf?" The result of the ballot, announced on November 4, was as follows: voting "Yes", 18; voting "No", 9; spoiled ballots, 0.

CHEMICAL WORKERS, WINDSOR, ONTARIO.— By joint consent of the parties concerned, a ballot, under Departmental supervision, was conducted on October 29 among employees of Canadian Industries Limited, Windsor,

Ontario, to determine the following question: "Do you desire the U.A.W.A.—C.I.O., to represent you to bargain with your employer on your behalf?" The result of the ballot, announced on November 14, was as follows: voting "Yes", 253; voting "No", 162; spoiled ballots, 3.

AIRCRAFT PRODUCTS WORKERS.—At the request of the parties concerned, a ballot, under Departmental supervision, was conducted on November 20, among employees of Dowty Equipment (Canada) Limited, Montreal. The text of the ballot was as follows: "Is it your wish that the International Association of Machinists, Lodge 712, act as bargaining agent on your behalf in negotiations with your employer, Dowty Equipment Canada Limited?" The result of the ballot was as follows: Eligible to vote, 76; voting "Yes", 45; voting "No", 28; spoiled ballots, 1.

MUNITIONS INSPECTORS, MONTREAL, P.Q.— By joint consent of the parties concerned, a ballot was conducted under Departmental supervision on November 25 to determine the wishes of employees of the Inspection Board of the United Kingdom and Canada engaged on the premises of Canada Strip Mills Limited, Montreal, P.Q. The text of the ballot read: "Do you wish to be represented by the Canadian Union of Inspectors of War Supplies, an affiliate of the Canadian Congress of Labour?" Out of 29 eligible, 21 voted "Yes" and 6 voted "No." There were no spoiled ballots.

Fire Hazards in Industry

Mr. W. J. Scott, K.C., fire marshal for Ontario, has suggested the following "fire hide-outs" which should be eliminated in all industrial plants:—

1. Loose electric connections.
2. Worn or frayed electric cords.
3. Insulated cables near hot equipment.
4. Unguarded welding operations.
5. Wherever open flames are used.
6. Where static is generated near flammable vapours.
7. Bridged fuses.
8. Defective chimney fire arrestors.
9. Wherever workmen smoke.
10. Improperly oiled bearings.
11. Where spontaneous ignition may occur.
12. Dirty flues and ducts.
13. Dirty, oily or overloaded motors.
14. Where light bulbs contact combustibles.
15. Dipping tanks and cleaning operations using flammable solvents.

STRIKES AND LOCKOUTS IN CANADA DURING NOVEMBER, 1942

DURING the month of November there were 27 strikes and lockouts recorded, involving 20,490 workers and causing a time loss of 103,770 man working days, as compared with 26 strikes in October, 1942, involving 6,107 workers and causing a time loss of 26,926 days. The figures for the month of November, 1941, showed 12 strikes, with 4,740 workers involved and a time loss of 41,764 days. During the month under review one strike of motor vehicles factory workers at Windsor, Ont., accounted for more than 70 per cent of the workers involved and over 80 per cent of the time loss.

Two strikes involving 222 workers were carried over from October and 25 commenced during November. Of these 27 strikes 25 were terminated during the month. Three resulted in favour of the workers, four in favour of the employers, six were compromise settlements and twelve were indefinite in result.

At the end of the month two strikes were reported as unterminated, namely: textile factory workers at Montreal, P.Q., and asbestos miners and grinders at East Broughton, P.Q.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information

has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Such strikes are listed in this paragraph for a period up to one year after their removal from the table of current strikes.

The following comparative table gives information for October and November, 1942.

Date	Number of strikes	Number of employees involved	Time loss in man working days
*November, 1942.....	27	20,490	103,770
*October, 1942.....	26	6,107	26,926
November, 1941.....	12	4,740	41,764

* Preliminary figures.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is rarely encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout, included as such in the records of the Department, is a cessation of work involving six or more employees and lasting at least one working day. Disputes of less than one day's duration and disputes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such disputes is maintained in the Department, and the figures are given in the annual review.

The records include all strikes and lockouts which come to the knowledge of the Department, and the methods taken to secure information preclude the probability of omissions of disputes of importance. Information as to a dispute involving a small number of employees, or for a short period of time, is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING NOVEMBER, 1942*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		

(a) Strikes and Lockouts in Progress Prior to November, 1942

MANUFACTURING— Textiles and Clothing— Textile factory workers, Montreal, P.Q.	1	177	3,500	Commenced October 13, 1942; for union recognition and agreement; unterminated.
SERVICE— Business and Personal— Laundry workers, Saskatoon, Sask.	2	45	400	Commenced September 19, 1942; for union recognition; terminated November 30 (employment conditions no longer affected; replacement; in favour of employer.

(b) Strikes and Lockouts commencing during November, 1942

MINING— Coal miners, Princeton, B.C.	3	120	360	Commenced November 2; for closed shop union agreement with increased wages terminated November 4; conciliation (federal); return of workers pending negotiations; indefinite.
Coal miners, Springhill, N.S.	1	(a) 20	20	Commenced November 4; re measuring of working places; terminated November 5 negotiations; compromise.

STRIKES AND LOCKOUTS IN CANADA DURING NOVEMBER, 1942—*Continued*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		

(b) Strikes and Lockouts commencing during November, 1942—Continued

MINING—Con.				
Coal miners, River Hebert, N.S.	1	20	100	Commenced November 6; for increased wages; terminated November 12; conciliation (federal); indefinite.
Coal miners, Drumheller, Alta.	1	12	12	Commenced November 12; <i>re</i> placement of a reinstated worker; terminated November 13; negotiations; (worker transferred to other work); compromise.
Metal miners, Rouyn, P.Q.	1	180	540	Commenced November 12; for payment of transportation to mine; terminated November 14; negotiations; return of workers pending reference to National War Labour Board; compromise.
Coal miners, Princeton, B.C.	3	120	360	Commenced November 17; for closed shop union agreement with increased wages; terminated November 19; conciliation (federal); (open shop agreement and joint application to Regional War Labour Board) compromise.
Coal miners, Aerial, Alta.	1	140	140	Commenced November 23; alleged lockout when workers reported late, to offset delay on a previous shift; terminated November 23; negotiations; compromise.
Asbestos miners and grinders, East Broughton, P.Q.	1	120	700	Commenced November 23; against dismissal of a contractor and his employees; terminated.
Coal miners, Stellarton, N.S.	1	(b) 42	42	Commenced November 24; against appointment of a certain worker to vacancy; terminated November 24; return of workers; in favour of employer.
Coal Miners, Sydney Mines, N.S.	1	850	1,700	Commenced November 27; for reinstatement of a worker; terminated November 28; return of workers pending settlement; indefinite.
MANUFACTURING—				
Tobacco and Liquors—				
Cigar makers, Montreal, P.Q.	1	355	2,000	Commenced November 10; for union recognition and agreement; terminated November 17; negotiations; return of workers pending further negotiations <i>re</i> agreement; indefinite.
Cigar makers, Toronto, Ont.	1	187	1,475	Commenced November 11; for union recognition and increased wages; terminated November 19; return of workers; in favour of employer.
Textiles, Clothing, etc.—				
Cap factory workers, Winnipeg, Man.	1	46	115	Commenced November 27; alleged discrimination; terminated November 30; conciliation (federal); compromise.
Metal Products—				
Foundry labourers, Brantford, Ont.	1	65	33	Commenced November 19; for increased wages; terminated November 19; negotiations; return of workers pending reference to Regional War Labour Board; indefinite.
Motor vehicles factory workers, Windsor, Ont.	1	(c) 14,300	85,000	Commenced November 24; for equal pay for the same work; terminated November 30; conciliation (provincial); return of workers pending arbitration; indefinite.

STRIKES AND LOCKOUTS IN CANADA DURING NOVEMBER, 1942*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		
(b) Strikes and Lockouts commencing during November, 1942—Concluded				
MANUFACTURING—Con. Metal Products—Con. Munitions factory workers Ste. Therese, P.Q.	1	(d) 300	300	Commenced November 26; for increased wages; terminated November 26; return of workers pending reference to Regional War Labour Board; indefinite.
Metal factory workers, Trenton, N.S.	1	500	1,250	Commenced November 26; for dismissal of a non-union worker; terminated November 29; conciliation (federal); in favour of workers.
Steel mill workers, Van- couver, B.C.	1	1,140	2,280	Commenced November 27; for closed shop union agreement; terminated November 30; conciliation (federal); return of workers pending further negotiations: indefinite.
Metal factory workers, Trenton, N.S.	1	560	420	Commenced November 28; in sympathy with strike of metal factory workers at Trenton, N.S., November 26; terminated November 28; return of workers; in favour of workers.
Shipbuilding— Caulkers, Montreal, P.Q.	1	19	19	Commenced November 10; re locker accommodation; terminated November 10; negotiations; in favour of workers.
Machinists and fitters, Vancouver, B.C.	3	567	567	Commenced November 11; for double pay for work on November 11 as provided in agreement; terminated November 11; return of workers: indefinite.
Welders, pipefitters and machinists, Lauzon, P.Q.	2	(e) 450	2,000	Commenced November 19-23; for increased wages; terminated November 25-26; conciliation (federal); return of workers pending reference to National War Labour Board; indefinite.
TRANSPORTATION AND PUBLIC UTILITIES— Steam Railways— Round house workers, Windsor, Ont.	1	6	18	Commenced November 27; for increased wages; terminated November 30; replacement and return of workers; in favour of employer.
Local and Highway— Truck drivers and dock workers, Windsor, Ont.	1	19	29	Commenced November 2; for increased wages; terminated November 3; return of workers pending settlement; indefinite.
Truck drivers, warehouse- men, etc., Windsor, Ont.	5	130	390	Commenced November 21; for union agreement with increased wages and reduced hours; terminated November 24; conciliation (federal); return of workers pending negotiations: indefinite.

* Preliminary data, based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual review.

† In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(a) 10 indirectly. (b) 448 indirectly. (c) 1,300 indirectly. (d) 500 indirectly.
(e) 4,800 indirectly.

STRIKES AND LOCKOUTS IN GREAT BRITAIN AND OTHER COUNTRIES

THE latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month, bringing down to date that given in the May issue, in the review of "Strikes and Lockouts in Canada and Other Countries, 1941". The latter included a table summarizing the principal statistics as to strikes and lockouts since 1919, in the various countries for which such figures are available. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones. An order under the Defence Regulations, effective July 25, 1940, provides for the settlement of disputes and the prevention of strikes and lockouts, as noted in the *LABOUR GAZETTE*, August, 1940, page 760.

The number of disputes beginning in September was 123, and 9 were still in progress from the previous month, making a total of 132 disputes in progress during the month; 25,000 workers were involved in the disputes in progress during the month and the time loss was 53,000 working days.

Of the 123 disputes beginning in September, 40 arose out of demands for increased wages and 34 over other wage questions; 5 over working hours; 23 over questions as to the employment of particular classes or persons; 18 over other questions as to working arrangements; and 3 on questions of trade union principle. Final settlements were reached in 111 disputes, of which 11 were settled in favour of workers, 72 in favour of employers and 28 resulted in compromises; in 18 other disputes, work was resumed pending negotiations.

Australia

For the third quarter of the year 1941, the number of disputes was 185, directly involving 125,056 workers, with a time loss of 557,693 working days; for the fourth quarter of the year, corresponding figures were 163 disputes, 41,362 workers and a time loss of 170,665 working days. For the year 1941, as a whole, the number of disputes in existence during the year was 590, directly involving 240,845 workers; the time loss for the year was 984,174 working days.

United States

The number of strikes beginning in October was 235, involving 60,000 workers in these new strikes. The time loss for all disputes in progress during the month was 325,000 man-working days.

More Efficient Use of Available Resources in Great Britain

Great Britain's Production Minister, the Rt. Hon. Oliver Lyttelton, recently announced a wide-spread transfer of labour from less heavily burdened areas to those which no longer could supply all the workers needed for essential production.

Capt. Lyttelton declared that Britain was nearing the peak mobilization of labour. The nation could not, broadly speaking, get any further production from drafts of new labour into the munitions industries. Nor could an increase in production by construction of new factories be expected.

The peak of production, however, had not been reached, and this must be aimed at by making better use of the labour and plants now at hand.

Capt. Lyttelton cited cases where individuals and firms had obtained contracts (from other

firms) unsuited to their technique or equipment. These firms were using skilled and other labour which would contribute far more to efficient war production if it could be used in factories properly supplied in all respects except labour.

In such cases, he said, if no other remedies were applicable, he intended acting on the advice of regional boards, to prohibit the individuals or firms concerned from taking further orders for the kind of work in question. Their labour would be transferred where it could be more usefully employed.

In some cases, according to Capt. Lyttelton, transfers will apply not only to labour but to plants. Labour will be moved to areas where it will be more useful, but what is more, machinery will be moved to centres where it can be better employed.

COLLECTIVE BARGAINING RIGHTS EXTENDED TO CROWN COMPANY EMPLOYEES

New Order in Council Establishes Right of Workers in Government Owned Companies to Join Trade Unions and Bargain Collectively

AN important and significant development in the Government's labour policy is the extension to employees of Crown companies, which have been established in Canada since the commencement of the war, of the right to join trade unions and to bargain collectively.

These privileges are accorded by Order in Council P.C. 10802, which was passed by the Governor General in Council on December 1, on the recommendation of the Minister of Labour, Hon. Humphrey Mitchell.

In November, 1939, the provisions of the Industrial Disputes Investigation Act were extended to include all companies engaged in war industries, and in June, 1940, with the object of avoiding labour unrest and speeding up production, Order in Council 2685 (LABOUR GAZETTE, July, 1940, pp. 678-9) recommended the principle that the right to join trade unions and bargain collectively be extended to employees of such companies.

Since that time the Government has set up a number of Crown plants engaged in various phases of war activity, and the status of employees of such plants has been made the subject of representations to the Minister of Labour by organized labour groups.

Mr. Mitchell made a comprehensive study of the request that employees of Crown plants should be accorded similar rights to those enjoyed by workers in privately owned plants, and recommended an Order in Council establishing these rights.

The Order in Council, P.C. 10802, which was approved, provides that the principles enunciated in Order in Council P.C. 2685 shall apply to employees in Crown companies, and extends the provisions of the Industrial Disputes Investigation Act to Crown company employees.

The effect of this latest Order in Council is that employees of Government owned companies may now apply to their managements for collective bargaining rights and may, if the necessity arises, make application to the Department of Labour for a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act.

In the preamble to P.C. 10802 the Minister of Labour represented to the Governor General in Council that the improvement of relations between employers and employees is of vital importance in accelerating the production of war supplies and munitions of war and in leading to the full support of the national war

effort by the work people of Canada in all branches of industry.

Crown companies are described in the Order as comprising any corporation engaged in the manufacture of war materials, having a share capital the majority of the shares of which are held by or on behalf of His Majesty, and any corporation having a share capital, in respect of any plant or establishment or part thereof and directly controlled by an officer of His Majesty for a period exceeding three months.

Employees affected by the Order include any person employed by a Crown company to do any skilled or unskilled manual, clerical or technical work.

The Order states that any employee of a Crown company shall be free to join or continue membership in a trade union and to participate in the administration and lawful activities of a trade union.

Coercion or intimidation of any kind to influence any employee of a Crown company either to join or abstain from joining a trade union is prohibited. Attempts to organize a trade union in working hours are not authorized.

No officer, agent or other employee of a Crown company shall, while acting on behalf of the company, participate or in any manner interfere with the formation or operation of a trade union.

The refusal to employ a person or dismiss an employee by reason of his membership in a trade union, or the imposition of penalties to compel an employee to abstain from becoming or continuing to be a member of a trade union is also prohibited.

An officer or agent of a Crown company may negotiate with any of its employees with a view to the conclusion of a collective agreement covering the employees of such company whom they represent providing that the employees participating in the negotiations are the properly chosen representatives of a trade union to which the majority of the employees of the company belong, or to which the majority of its employees in any trade or craft which is appropriate for collective bargaining purposes belong. Further, it is provided that no Crown company shall enter into any collective agreement any provision of which, in the opinion of the Minister of Labour, will have the effect of restricting or hampering productive output except in so far

as is necessary for the protection or the safety and health of employees.

Any difference regarding the appropriate bargaining agency shall be determined by the Minister of Labour who may refer such difference to an Industrial Disputes Inquiry Commission. Where any such difference arises between a Crown company and its employees other than a difference, the provisions of the Industrial Disputes Investigation Act shall apply.

Nothing in the Order shall be deemed to limit or restrict in any way the operation of the provisions of P.C. 5963, the Wartime Wages Control Order.

Text of Order in Council

The following is the text of the Order in Council, P.C. 10802, of December 1, 1942:—

Whereas the Minister of Labour represents that the improvement of relations between employers and employees is of vital importance in accelerating the production of war supplies and munitions of war and in leading to the full support of the national war effort by the work people of Canada in all branches of industry;

And whereas by Order in Council P.C. 2685, dated June 19, 1940, certain principles for the avoidance of industrial unrest were approved, including therein, amongst others, the following:

- (i) that employees should be free to organize in trade unions, free from any control by employers or their agents;
- (ii) that employees, through the officers of their trade union or through other representatives chosen by them, should be free to negotiate with employers or the representatives and employers' associations concerning rates of pay, hours of labour and other working conditions, with a view to the conclusion of a collective agreement;
- (iii) that there should be no interruption in productive or distributive operations on account of strikes or lockouts and that where any difference arises which cannot be settled by negotiation between the parties, assistance in effecting a settlement should be sought from the Government conciliation services, and failing settlement of the difference in this manner, it should be dealt with in accordance with the provisions of the Industrial Disputes Investigation Act, which has been extended under the War Measures Act to apply specifically to all war work;

And whereas increases or decreases in wage rates and alterations in terms of employment governing working conditions of employees, having the effect of increasing or decreasing wage rates directly or indirectly, are now subject to the provisions of The Wartime Wages Control Order, Order in Council P.C. 5963, dated July 10, 1942;

And whereas the Government of Canada has caused certain corporations to be incorporated to act as agents of His Majesty in the production of certain war supplies or of munitions of war or in the furnishing of certain necessary services or in connection therewith has assumed sole and direct control over the operations of certain corporations, in whole or in part;

And whereas it is deemed advisable for the welfare of Canada, by reason of the state of war now existing, without restricting or limiting the provisions of the said Wartime Wages Control Order, to make provision for the application of the principles set out above in respect of such corporations or operations;

Now, therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of Labour, and under the authority of the War Measures Act, chapter 206, Revised Statutes of Canada, 1927, is pleased to order and doth hereby order as follows,—

1. In this Order, unless the context otherwise requires,

- (a) "Crown company" means any corporation engaged in the manufacture of war materials, having a share capital the majority of the shares of which are held by or on behalf of His Majesty and any corporation having a share capital, in respect of any plant or establishment or part thereof the operations of which are wholly and directly controlled by an officer of His Majesty for a period exceeding three months;
- (b) "employee of a Crown company" means any person employed by a Crown company to do any skilled or unskilled manual, clerical or technical work;
- (c) "trade union" means any combination of employees formed for the purpose of regulating relations between employers and employees but shall not include any such combination which denies membership to any person on the grounds of citizenship, nationality, race, creed or colour.

2. Any employee of a Crown company shall be free to join or to continue membership in a trade union and to participate in the administration and lawful activities of a trade union.

3. Nothing in this Order shall be construed in any way to authorize an employee of a Crown company in the exercise of the right to join or to organize a trade union, to use either coercion or intimidation of any kind to influence any person to join or to abstain from joining a trade union, or to work for or to attempt to organize a trade union in working hours at his place of employment.

4. No officer, agent or other employee of a Crown company shall, while acting on behalf of the company, participate in or in any manner interfere with the formation or operation of a trade union.

5. No Crown company, or officer or agent thereof acting on behalf of the Company, shall refuse to employ any person or shall dismiss or threaten to dismiss any employee of such company for the reason that such person or employee is a member of a trade union and no Crown company or officer or agent thereof shall seek by intimidation or by threats or by the imposition of any pecuniary or other penalty to compel any employee to abstain from becoming or continuing to be a member of a trade union.

6. A Crown company or officer or agent thereof may negotiate with any of its employees with a view to the conclusion of a collective agreement covering the employees of such company whom they represent provided that the employees participating in the negotiations are the properly chosen representatives of a trade union to which the majority of the employees of such company belong or to which the majority of its employees in its plant or in any of its plants or in any department of a plant

or in any trade or craft which is appropriate for collective bargaining purposes, belong, whether or not such representatives are accompanied by persons not employees of the company who are representatives of a trade union of which the employees' union is a part; but no Crown company shall enter into any collective agreement any provisions of which in the opinion of the Minister of Labour will have the effect of restricting or hampering productive output except in so far as is necessary for the protection of the safety and health of the employees.

7. Any difference between a Crown company and its employees as to whether any persons are properly chosen representatives of a trade union, or as to the number of employees in a plant, department of a plant, craft or trade who are members of a trade union or as to whether any such department, craft or trade is appropriate for collective bargaining purposes shall be determined by the Minister of Labour

who may refer such difference to an Industrial Disputes Inquiry Commission appointed pursuant to the provisions of Order in Council P.C. 4020, dated June 6, 1941, as amended.

8. Where any difference arises between a Crown company and its employees, other than a difference which in the opinion of the Minister of Labour is a difference of the nature described in section seven of this Order, the provisions of the Industrial Disputes Investigation Act, except subsections (e) and (f) of section two and section sixty-four thereof and of all Orders in Council applicable in respect of disputes within the scope of that Act shall, in so far as such difference constitutes a dispute within the scope of that Act, be applicable thereto.

9. Nothing in this Order shall be deemed to limit or restrict in any way the operation of the provisions of The Wartime Wages Control Order, Order in Council P.C. 5963, dated July 10, 1942.

EMERGENCY COAL PRODUCTION BOARD ESTABLISHED

Action Taken to Relieve Shortages—New Board Given Wide Powers to Stimulate Increased Production

DECLARING a grave emergency in the field of coal production the Government, through the Honourable J. L. Ilsley, Minister of Finance, on December 2 announced the creation of a three-man Emergency Coal Production Board with wide powers to stimulate and organize increased coal production in Canada. J. McG. Stewart, K.C. of Halifax, Coal Administrator under the Wartime Prices and Trade Board since the outbreak of war, is the Chairman of the new Board, which is responsible to the Minister of Finance. The other members of the Board are Mr. Charles Payne, Secretary, Local No. 2665, United Mine Workers of America, Mountain Park, Alberta, and Graham F. Towers, Governor of the Bank of Canada.

Coal production in Canada has increased substantially since the outbreak of war. Prior to the war Canadian production averaged 15,000,000 tons a year, and consumption 27,000,000 tons a year. In 1941 Canadian production reached 18,200,000 tons but consumption increased to nearly 40,000,000 tons. Up until mid-summer of 1942 production continued to increase, but in recent months the rate of production has begun to slip, and unless remedial measures are effected, production in 1943 will fall to 16,000,000 tons and perhaps even less.

While the over-all coal supply position throughout Canada is sufficient for the current season, very serious local shortages have developed in several parts of Western Canada, and one of the immediate tasks of the new emergency Board was to deal with production problems in these areas.

It should be pointed out, Mr. Ilsley added, that in many areas where acute local shortages now exist consumers had failed to act upon the emphatic and repeated warnings of the Coal Administrator urging them to take delivery of their winter coal during the summer months and offering them through the banks special arrangements for financing such purchases. In Ontario and Quebec, where many thousands of people followed the Administrator's advice, the heavy summer deliveries have saved the situation. Had they not done this, many areas in the central provinces would to-day be in a most difficult situation.

Outlook Serious for 1943

The really serious position, however, is the prospect for 1943. Canadian war industry is still expanding, Canadian railways will be handling even greater quantities of freight, and the demand for coal for ships' bunkers will continue to increase.

The estimated Canadian coal requirements for 1943 are 46,000,000 tons. The United States, because of its own expansion of industry, its own railway congestion, and its own coal mine labour problem, will almost certainly be unable to increase its shipments to Canada. The prospective Canadian balance sheet for coal for 1943 indicates a shortage of about 8,000,000 tons. This deficit will have to be met in part by increased production and in part by conservation in use.

The recent declines in the rate of coal output have been due chiefly to labour leaving the coal mines, some to other industries, many

into the armed forces. Those that have gone have been largely from the younger and more active age groups. With the exception of a few individual mines the production per man is tending to fall, with the result that the total output is falling more rapidly than the number of men employed.

The principal objective of the Emergency Coal Production Board will be to stimulate increased coal production by all available means with a view to reversing the downward trend in output and establishing new highs in Canadian production.

Powers and Duties of New Board

The powers and duties of the new Board will include power to open new mines or re-open closed mines. It will also have power to close small inefficient mines wherever the labour employed in these can be transferred to more efficient operations. In certain sections in Canada labour now employed in coal pits producing less than two tons per man per day could be more effectively employed working in seams which yield four or five tons per man per day.

The Board will have power, after consultation with the provinces and with labour, to suspend for the duration of the war any rules or regulations respecting employment in coal mines which may be found to be serious impediments to maximum production. It will have power to direct the production policy of mines and, where necessary, to provide financial assistance to mines which find themselves financially unable to continue in maximum production.

The Emergency Coal Production Board will work in close co-operation with the Wartime Prices and Trade Board and National Selective Service. The Wartime Prices and Trade Board, through its Coal Administrator, will continue to be responsible for prices, distribution and allocation of coal and the Board's Administrator will be the Chairman of the new Emergency Production Board. National Selective Service will continue to be responsible for implementing labour supply policy but it will be a duty of the new Board to make recommendations to National Selective Service from time to time.

The Emergency Coal Production Board will not have jurisdiction in respect of wages and wage rates, which will remain with the National War Labour Board, but its knowledge and experience will be made available to the National War Labour Board.

If the war program is to be carried through, and if acute suffering is to be avoided next winter, increased production must be accompanied by maximum conservation in the use of coal. Every householder, every person responsible for the heating of business or commercial premises should exercise the greatest economy in the use of coal. The Emergency Coal Production Board, in co-operation with the Coal Administrator, will develop plans to give leadership and direction along the lines of such conservation.

Painting Machinery

"In Germany, America, and to a lesser extent England," according to an article by David E. Roe appearing in a recent issue of *Industrial Welfare and Personnel Management*, a British publication, "experiments have been carried out in painting machinery with definite objects in view.

"In one scheme all the machines in one shop may be painted in different bright colours, care being taken that machines which are adjacent to each other are not painted in discordant colours. It has the dual function of introducing brightness and at the same time inducing a certain degree of interest in the operative. Thus it is found that the operative takes greater care in keeping his machine clean and, furthermore, when maintenance men are oiling they are not so prone to be careless, and any oil which is spilt is seen at once and usually wiped off.

"An even more interesting use of paint on machine tools has been developed by the Philadelphia Electric Company and E.I. du Pont de Nemours & Company. Machine tools are painted in such a manner that the focal point of operation in the machine is painted in a colour which contrasts with the body of the machine. This has the effect of focussing the attention of the operative upon the point on which he must concentrate and so reduces the number of mistakes made. The danger point is usually painted in a light shade, for example cream or buff, but obviously this will depend upon the colour of the material which is being machined and to a lesser extent upon the type of lighting used and the general colour scheme in the immediate vicinity. Such schemes reduce visual fatigue very appreciable and materially reduce the number of accidents which may occur."

DESIGN FOR POST-WAR SOCIAL SECURITY IN GREAT BRITAIN

Summary of Report by Sir William Beveridge on "Social Insurances and Allied Services"

ONE of the most important documents arising out of proposed plans for the post-war world is the report on "Social Insurances and Allied Services" issued recently in Great Britain by Sir William Beveridge, outstanding authority on socio-economic problems.

This report (which was submitted to the British Parliament) provides a blueprint for a comprehensive social security program. It is a consolidation and extension of existing social legislation in Great Britain and was prepared by a committee which included twelve representatives of Government Departments and Branches appointed in June, 1941. As aptly stated by its author, the report, of 300,000 words, covers "the whole of life," and envisages a post-war society buttressed on a strong foundation of social responsibility.

The following is an official summary of Sir William Beveridge's report which has been received by the Department of Labour.

Origin and Terms of Reference

The survey, on which the recommendations of Sir William Beveridge's Report on Social Insurance and Allied Services are based, was instituted on 10th June, 1941.

The terms of reference were:—

"To undertake, with special reference to the inter-relation of the Schemes, a survey of the existing national schemes of social insurance and allied services, including workmen's compensation and to make recommendations."

In January, 1942, it was announced to be "within the power of the Committee to consider developments of the National Insurance Schemes in the way of adding death benefits with any other risks which are at present not covered by such schemes."

The duty of survey was laid upon an inter-departmental Committee, under the chairmanship of Sir William Beveridge. The departmental officials acted as the Chairman's "advisers and assessors on the various technical and administrative matters with which they were severally concerned"; and the Report is the Report of Sir William Beveridge and not of the Committee (p. 2 and para. 40). The Committee received evidence from more than a hundred organizations and individuals. A full list is given in Appendix C; the memoranda submitted are printed in a separate volume (Cmd. 6405) as Appendix G of Sir William Beveridge's Report.

Survey of Existing Schemes

The immediate task was to make, for the first time, a comprehensive survey of the whole field of social insurance and allied services, which have been developed during the last 50 years, and to show what provision is now made and how it is made for the different needs of the population.

The survey thus included health insurance, unemployment insurance, old age pensions, widows' and orphans' pensions, workmen's compensation for industrial accident and industrial disease, non-contributory pensions for old age, public assistance and blind assistance. It does not attempt to deal with other social provisions such as housing, education or industrial welfare.

The results of this survey are set out in Appendix B of the Report, which gives a short history with statistical details of the existing social insurance schemes. They show the gratifying fact that "provision for most of the many varieties of need through interruption of earnings and other causes that may arise in modern industrial communities *has already been made in Britain* on a scale not surpassed and hardly rivalled in any other country in the world." The comparison is made in Appendix F of the Report. In one respect only, namely, limitation of medical service, both in the range of treatment which is provided as of right and in respect of the classes of persons to whom it is provided, does Britain's achievement fall seriously short of what has been accomplished elsewhere. Sir William Beveridge's Report suggests that the existing provisions for social security require to be unified and their administration to be simplified so that certain present deficiencies, anomalies and lack of co-ordination may be removed.

Recommendations and Changes

The greater part of the Report is devoted to recommendations and changes proposed to that end. In making these proposals, the Report "uses experience but is not tied by experience"; the scheme is in some ways a revolution, "but in more important ways it is a natural development from the past."

It suggests much that is new, it retains basic features which are familiar. In particular the finance of the Plan for Social Security rests on the present three part scheme of contribu-

tions, from workers, employers and the State, which was established in 1911, and has been in force for thirty years.

A list of the principal changes proposed by the Report is given in paragraph 30 of Part I, which forms an introduction and summary. These changes and the reasons behind them are discussed in Part II of the Report. Part III sets out to calculate a minimum level of subsistence and considers the special problem of old age pensioners. Part IV deals with the cost of the scheme and the manner in which the cost is to be shared between employers, employees and the State. In Part V the plan for social security is explained in detail. The meanings of various terms used are explained; details are given of the benefits proposed; the contribution conditions attached to these benefits are laid out and the technical and administrative details of the plan are outlined. A detailed Table of Contents, list of Appendices and list of Tables are given on pp. 296-99.

The plan suggested by Sir William Beveridge for social security depends on three assumptions defined in paragraph 301.

"Three Assumptions: No satisfactory scheme of social security can be devised except on the following assumptions:—

- (a) Children's allowances for children up to the age of 15, or if in full-time education up to the age of 16;
- (b) Comprehensive health and rehabilitation services for prevention and cure of disease and restoration of capacity for work, available to all members of the community;
- (c) Maintenance of employment, that is to say avoidance of mass unemployment."

These assumptions are discussed in Part VI of the Report; the final paragraphs are concerned with the abolition of want as a practical post-war aim and with planning for peace in war. Sir William Beveridge uses the term Social Security to denote "the securing of an income to take the place of earnings when they are interrupted by unemployment, sickness or accident, to provide for retirement through age, to provide against loss of support by the death of another person, and to meet exceptional expenditures, such as those connected with birth, death and marriage. Primarily social security means security of income up to a minimum, but the provision of an income should be associated with treatment designed to bring the interruption of earnings to an end as soon as possible."

Social security as envisaged in this Report is pre-eminently not a plan "for giving to everybody something for nothing and without

trouble." It is a plan to secure to each citizen an income adequate to satisfy a national minimum standard "*on condition of service and contribution* and in order to make and keep men fit for service."

The changes suggested therefore "accord with two views as to the lines on which the problem of income maintenance should be approached"; *firstly*, "that benefit in return for contributions rather than free allowance from the State is what the people of Britain desire." (para. 21). *Secondly*, "whatever money is required for provision of insurance benefits should come from a fund to which the recipients have contributed . . ."

The insured persons should not feel "that income for idleness, however caused, can come from a bottomless purse . . . The place for direct expenditure and organization by the State is in maintaining employment of the labour and other productive resources of the country." (para. 22).

Unification

Twenty-three changes are proposed in the Report. They are concerned, on the one hand to unify existing schemes, on the other hand to extend these existing schemes to cover new classes of persons and new types of risk.

As regards unification Sir William Beveridge suggests that there should be a Ministry of Social Security which would take over the duties of present Government Departments in respect of health, pensions and unemployment insurance; the work of the Assistance Board; and the duties of local government authorities in respect of public assistance.

One stamp on one insurance document, payable weekly, would cover all social insurance schemes. The rates of benefit and the conditions of contribution and benefit would, generally speaking, be assimilated.

Extension

As regards extension of social insurance, the plan would include all citizens without upper income limit, but the contributions made and types of benefit received would vary according to different needs of six groups of the population. (Classes I-VI). The classes are:—

- i. Employees (Insured by weekly contributions on employment book).
- ii. Other gainfully occupied, including employers, traders and independent workers of all kinds. (Insured by contribution on occupation card.)
- iii. Housewives, that is married women of working age. (Insured on marriage through housewife's policy.)

- iv. Others of working age who are not gainfully occupied, as for example, students above the age of 16, persons of private means, and unmarried women engaged in domestic duties not for pay. (Insured by contributions on Security Card.)
- v. Persons below working age. (No contribution paid.)
- vi. Persons retired above working age. (Insured by contributions paid during working age.)

All classes would be insured for medical treatment and funeral grant; children's allowances would be payable for Class V; retirement pension to Class VI. The benefits available to married women, Class III, are a special feature of the Plan for Social Security and are explained in paragraphs 339-347. Housewives are recognized as a distinct insurance class with benefits adjusted to their special needs. These include, in all cases, marriage grant, maternity grant, widowhood and separation provisions and retirement pensions. Share of the husband's unemployment or disability benefits and maternity grants,

differ for reasons explained in the Report, between housewives who have no occupation outside their homes and those who are gainfully occupied.

A new basis is suggested for co-operation between the State and Friendly Societies in Change 3 (paragraphs 48-73) whereby voluntary insurance to supplement compulsory insurance remains an integral feature of the plan.

The Report suggests, in Change 23, that it would be advantageous to convert the business of industrial assurance into a public service under an Industrial Assurance Board. This proposal arises partly as a consequence of Change 3 and partly from the study of the administrative cost and other features of industrial assurance given in detail in Appendix D

Rates of Benefit

Sir William Beveridge bases his proposals on calculations made (see Part III, paragraphs 215 to 232) of the minimum cost of subsistence); a complete list of levels of benefit is given in paragraph 401 here reproduced.

<i>Provisional Rates of Benefit and Contribution</i>	<i>Shillings per week</i>
Unemployment, Disability and Training Benefit	
Man and not gainfully occupied wife (joint benefit).....	40/-
Man with gainfully occupied wife not on benefit.....	24/-
Single man or woman, aged 21 and upwards.....	24/-
Single man or woman, aged 18-20.....	20/-
Boys or girls 16-17.....	15/-
Married woman gainfully occupied when herself on benefit.....	16/-
Retirement Pension (after transition period of twenty years)	
Man and not gainfully occupied wife (joint pension).....	40/-basic
Single man or woman, man with gainfully occupied wife, woman contributor with husband below pensionable age (single person).....	24/-basic
Addition to basic pension for postponement, in respect of each year of postponement—	
On joint pension.....	2/-
On single pension.....	1/-
Maternity Benefit (13 weeks)	
Married woman, gainfully occupied whether paying contributions or exempt, in addition to maternity grant.....	36/-
Widow's Benefit (13 weeks).....	36/-
Guardian Benefit.....	24/-
Dependant Allowance	
Dependant above age for children's allowance of person receiving unemployment disability or training benefit.....	16/-
Children's Allowance	
For each child when responsible parent is in receipt of any benefit or pension, and for each child after the first in other cases, allowances graded by age averaging over all children in addition to existing provision in kind.....	8/-
Industrial Pension	
For total disability.....	Two-thirds of assessed weekly earnings, but not more than £3 a week and not less than would have been paid as disability benefit and dependant allowance if any.
For partial disability.....	Pension proportionate to loss of earning power.

Grants

Marriage	Up to £10 according to number of contributions.
Maternity	£ 4
Funeral	
Adults	£20
Age 10-20 years	£15
Age 3-9 years	£10
Under 3 years	£ 6
Industrial	To be determined in accordance with Regulations (para. 334)

For cases of industrial accident and disease it is proposed that these should receive the normal rate of disability benefit for the first thirteen weeks and afterwards should, if totally disabled, obtain benefit based on two-thirds of their assessed weekly earnings, with a maximum of £3 a week and a minimum based on their disability benefit.

Old Age Pensions

Special provisions are made for raising the present basic pension of 10/- a week to the same level as unemployment and disability benefit over a transitional period of twenty years. In Table XI on page 91, the Report shows that in 1901 there were about 2½ million persons of pensionable age, in 1941 the figure was 5½ million and in 1961 it will be over 8 million.

The increasing number of old persons makes the problem of old age pensions very difficult and very costly. These and other considerations are set out in paragraphs 233 to 240. Sir William Beveridge proposes that the present contributory pension of 10/- a week (20/- for man and wife) should be raised to 14/- (25/- for man and wife), in the first year of the new scheme, and would then rise by 1/- per week (1/6d per week for man and wife) every two years thereafter, and would by the end of twenty years be 24/- for the single man and 40/- for man and wife. Thus over a period the contributory pension would increase, and the supplementary or assistance pension based on a Means Test would gradually cease to be necessary. For the purpose of the Report the year 1945 is taken as the first full year of the scheme and, therefore, the full scale of contributory pension would be reached in 1965. This arrangement is somewhat similar to the arrangement in New Zealand which is referred to in paragraphs 16 and 241 of the Report. The arrangements just mentioned refer to people who are either contributory pensioners at the moment or are

contributors for pensions under the existing scheme. In addition, Sir William Beveridge proposes to bring into pensions insurance all other persons not at present included, and for these persons the basic pension of 14/- or 24/- will start to be paid ten years after the beginning of the scheme, i.e. 1955, and will rise to the full rate by 1965. All these pensions would be made conditional on retirement, i.e. upon giving up regular earnings; any casual earnings above a certain amount received after retirement would entail a partial reduction of the basic pension. Existing pensioners in receipt of 10/- contributory pension would, however, have the option of continuing to work and receiving the 10/- or retiring and going on to the 14/- immediately. Persons who desire to continue working after pensionable age (65 for men and 60 for women) would receive a higher contributory pension on retirement according to the number of years they continue working after pensionable age. For each year that the claim for pension is deferred, a married man would receive an extra 2/- per week on his pension, and a single man 1/- per week. Examples of the manner in which the contributory pension would increase automatically are given in paragraph 242, and examples of the manner in which the postponement of retirement additions operate are given in paragraph 246.

Finance

The Plan for Social Security is based on the contributory principle. The Report considers the alternative of financing the whole scheme from general taxation but rejects this method in favour of the contributory principle for the reasons given in paragraphs 272 to 274. Only two items which enter into the Social Security Budget will be financed wholly out of taxation; these are children's allowances and national assistance. All the cash benefits other than these two items will be financed out of a Social Insurance Fund into which

will be paid the contributions of insured persons, employers and an Exchequer Grant. There will also be paid from this Social Insurance Fund a contribution towards the total cost of the health and rehabilitation services.

The total expenditure on all items covered by the Social Security Budget is estimated at £697 million in 1945, rising to £858 million in 1965. Details of the expenditure are given in Table XII, which is reproduced at the end of this Summary. The division of the total expenditure between the three parties—employees, employers and State—is explained in Table XIII, p. 102 of the Report.

All this is not new or additional expenditure. There already exist large schemes of Health, Unemployment and Pensions Insurance, etc., and in 1938-39 these cost in total £342 million to the various parties. During the present war extensions have been made in these services,

particularly in the introduction of supplementary pensions and the raising of the rates of benefit in other schemes. As a result of these and other factors, it is estimated that the cost of the present schemes will be £432 million in 1945. The Report thus suggests an increase in total expenditure of £265 million. The proportions to be borne by each of the three parties concerned (National Exchequer, insured persons and employers) are given in Table XII on page 112. This Table shows that of the £265 million increased expenditure, £86 million will fall on the Exchequer, £125 million on insured persons, and £54 million on the employers of insured persons. Between 1945 and 1965 the total expenditure is estimated to increase by £161 million and this extra sum will fall on the Exchequer.

The rates of weekly contribution proposed in the Report for Classes I, II and IV are given in paragraph 403, as follows:—

	MALE			FEMALE		
	Insured Person	Employers	Joint	Insured Person	Employers	Joint
Class I—						
Age 21 and upwards.....	4/3	3/3	7/6	3/6	2/6	6/-
18-20.....	3/6	2/9	6/3	3/-	2/-	5/-
16-17.....	2/6	2/6	5/-	2/-	2/-	4/-
Class II						
Age 21 and upwards.....	4/3	—	—	3/9	—	—
18-20.....	3/6	—	—	3/-	—	—
16-17.....	2/-	—	—	2/-	—	—
Class IV						
Age 21 and upwards.....	3/9	—	—	3/-	—	—
18-20.....	3/-	—	—	2/6	—	—
16-17.....	1/6	—	—	1/6	—	—

Special arrangements are suggested for financing the cost of disability arising from industrial accident and disease. Part of the cost will be spread over all employers and workpeople and part will be levied on the

dangerous industries in accordance with the risk in those industries.

The finance of the scheme is examined in detail by the Government Actuary in a memorandum printed as Appendix A. to the Report.

TABLE XIII.—ESTIMATED COST OF SOCIAL SECURITY TO EXCHEQUER, INSURED PERSONS AND EMPLOYERS AT VARIOUS DATES

	1938-39	£ million		
		1945		1965
		Commitments under existing arrangements	Proposed	Proposed
	(1)	(2)	(3)	(4)
National Exchequer (and Local Rates for hospitals and public assistance)...	212	265	351	519
Insured Persons.....	55	69	194	192
Employers.....	66	83	137	132
Other (mainly interest).....	9	15	15	15
TOTAL.....	342	432	697	858

**SECURITY PROVISION FOR MAN, WIFE AND TWO CHILDREN (PRESENT CONTRIBUTORY CLASSES)
BASED ON TABLE XIV.**

	PRESENT		PROPOSED IN PLAN FOR SOCIAL SECURITY	
	Amount	Period and Conditions	Amount	Period and Conditions
Unemployment.....	38/- per week.....	26 weeks (followed by assistance on means test).	56/- per week.....	Unlimited in time without means tests at any time. Subject to attendance at a training centre if unemployment is prolonged.
Liability other than industrial.	18/- per week.....	26 weeks, followed by 10/6 per week in disablement. Additional benefit in some cases.	56/- per week.....	Unlimited in time without means test at any time.
Old Age.....	20/- per week.....	Supplemented by Assistance Board according to needs.	40/- per week.....	On retirement, 2/- a week increase for each year of postponement of retirement. (Full rate only after transition period of twenty years. Assistance pensions on means test meanwhile.)
Widowhood.....	18/- per week.....		40/- per week.....	Reduced by part of any earnings. 52/- per week for first 13 weeks without reduction.
Maternity.....	£2.....		£4.....	
Maternity in wife gainfully occupied.	£2 additional.....		36/- per week for 13 weeks additional.	
Funeral.....	Nil.....		£20.....	With smaller sums for children.
Industrial Disability	Half earnings up to maximum of 35/- per week. (Plus 8/- for the two children).	Subject to compounding for lump sums.	56/- p.w. for 13 weeks followed by pension of two-thirds earnings up to maximum of 76/- p.w. but not less than 56/- p.w. No compounding for total disability.	
Medical Treatment.	General Practitioner for man, with additional treatment benefits in some cases.		Comprehensive medical treatment including hospital, dental and ophthalmic, nursing and convalescent homes for whole family. Post-medical rehabilitation.	

Engineering Cadetship in Great Britain

The Ministry of Labour and National Service in Great Britain has established a scheme for Engineering Cadetships leading to technical commissions in the fighting services.

Under this plan boys aged 16, 17, 18, and 19 are invited to apply for Engineering Cadetships if:—they left school before October, 1942; they are not employed in any branch of engineering; and they have obtained the necessary academic qualifications at school. Applicants for Engineering Cadetships are chosen by a Selection Board on which all three services are represented.

The training of Cadets is carried out under the directions of the Education Departments. So far as can be arranged each cadet attends a Technical College near his home. During their courses Cadets cover the basic engineering science required in the Associate Membership Examinations of either the Institute of Mechanical Engineers or the Institution of Electrical Engineers. While receiving this training, a Cadet is a member of one of the pre-Service organizations or of the Home at home.

Guard. Membership of a particular organization does, however, not necessarily determine the service in which a Cadet will be commissioned upon the completion of his training.

Cadets also attend periodic lectures by Service Officers and make visits to technical units and workshops.

The tenure of an Engineering Cadetship is subject to satisfactory progress and conduct. But, as a rule, the training usually continues until the Cadet has reached the age of 20. The length and character of the training of Cadets is adjusted to their age and educational qualifications. In general Cadets aged 18 and 19 attend courses of training for 18 to 24 months while Cadets aged 17 attend similar courses for 2 years and 6 months. Boys of 16 receive preliminary instruction at an appropriate Technical college or other institution.

The Government pays the necessary educational fees and allows each Cadet a maintenance grant of £140 a year (in London £160 a year) if he has to live away from home or £75 a year (in London £90 a year) if he lives

ACTIVITIES OF NATIONAL SELECTIVE SERVICE

Transfer of Call-up Machinery—Man-power Advisory Committees— Assistance of Farmers in Lumbering and Mining—Appeal for Coal Miners—Special Order Concerning Christmas Employment

ON December 1, 1942, the mobilization machinery for the army was transferred from the War Services Department to the National Selective Service Branch of the Labour Department. With the transfer, both military and civilian man-power needs have been co-ordinated under National Selective Service.

Honourable Humphrey Mitchell, Minister of Labour, in a recent statement said that the transfer took place without interruption.

Major-Generals T. L. Tremblay and H. J. Riley, appointed joint associate directors of the military section of Selective Service in October, are responsible for administration of the mobilization service. Under them is the complete organization that existed in the War Services Department, including: headquarters staff, the divisional boards, registrars and sub-staffs as well as the medical services.

The personnel of the mobilization service remains unchanged and A. de Gaspé Taché, formerly director of mobilization, continues as supervisor of mobilization. The 13 regional boards, now known as Mobilization Appeal Boards, will function as they have in the past but the Minister of Labour has authority to increase the size of boards.

The National Registration of 1940 is being kept up to date, as before, and is serving as the basis for the call-up. All persons liable to register are required to do so and persons who have changed their addresses must notify the national registration division of National Selective Service, Ottawa. Cards are available in all post offices for this purpose.

It is anticipated that this co-ordination will effect a better working arrangement. Immediate action, for example, has been taken through the operation of National Selective Service regulations to see that men seeking employment be required to produce proof that they have complied with regulations dealing with military training. This is an effective method of discovering men who are delinquent in this respect. It is also the intention to ask employers to check over their payrolls and satisfy themselves that employees have complied with these regulations.

Man-power Advisory Committees

In dealing with the man-power problems of particular industries National Selective Service has consulted representatives of both

management and labour. This consultation has been provided by industry Man-power Advisory Committees. Committees have been established for the pulp and paper, coal mining, hardrock mining, and jewellery industries, and are in the process of formation for the needle trades, steel, and printing and publishing industries. The Director of National Selective Service recently announced that a Man-power Advisory Committee on Agriculture would be set up.

The Pulp and Paper Man-power Advisory Committee has given invaluable assistance in connection with man-power problems arising out of the curtailment of that industry due to power shortage. This Committee has been instrumental in arranging for the transfer of displaced pulp and paper workers to war industries, in explaining to the industry the necessity for curtailment, and in acquainting the industry with National Selective Service policy and regulations.

In this connection the Committee sponsored what is believed to be the first joint management-labour conference of a major industry on a national basis in Canada. This conference was held in Montreal on November 14-15. The first session was addressed by the Power Controller, who explained the necessity for curtailment; by the Newsprint Administrator, who discussed the way in which the curtailment program was developed; by a representative of National Selective Service, who indicated the role played by National Selective Service in the curtailment situation; and by representatives of organized labour, who presented labour's views on the situation facing the pulp and paper industry. The remaining sessions of the conference were devoted to consideration and explanation of National Selective Service regulations.

The Jewellery Man-power Advisory Committee has also been active in planning to meet any curtailment within this industry. The members of the Committee have discussed curtailment problems with the Jewellery Administrator.

Assistance of Farmers in Lumbering and Mining

National Selective Service, through the Special Services Division, has undertaken a campaign to enlist the services of upwards to 100,000 farmers in coal and base metal mines

and in logging and sawmill camps during the farming off-season.

Statistics for November show that 23,342 permits to seek employment outside agriculture were granted. In addition to the recorded movement of men, as shown by the issuance of permits to seek employment, many more are believed to have gone into logging operations under the special provisions in the regulations which allow agricultural workers to take off-season employment in other essential industries for periods up to 30 days without permits.

The placement offices have on record 12,520 men who went into logging and 1,120 who went into coal mining. It is estimated that at least 10,000 more men, who did not require permits, left farms during the slack winter season for logging work.

A break-down of the available figures for November show that the following number of farm workers have entered coal mining and logging: Ontario, logging 4,301; Quebec, logging 3,723; Maritimes, coal mining 179; logging 1,409; Manitoba, logging 305, Saskatchewan, mining 115, logging 52; Alberta, mining 744, logging 807; British Columbia, mining 82, logging 1,923.

Permits to seek employment outside agriculture were granted as follows by provinces: Maritimes, 3,187; Quebec, 9,089; Ontario, 5,356; Manitoba, 2,225; Saskatchewan, 1,387; Alberta, 1,287; British Columbia, 811.

The request for these workers has been directed to only those persons who are not needed on the farm in the off-season, which may include part of the fall and all winter, until late March or early April.

Federal, provincial and municipal government officials have co-operated in supplying information to assist farmers in getting off-the-farm work during their slack seasons. A booklet entitled "A Message for Farmers" in English and French has been mailed to all farmers on rural routes or who have post office boxes, throughout a number of areas in Canada. A special advertisement in weekly and farm newspapers, and the use of radio announcements of the farm broadcasts were used to reach farmers.

The advertising was framed in such a way as to eliminate in so far as possible the movement of men to employment more distant from their home community than is necessary. In some cases movement of some considerable distance was required, but the aim has been to direct prospective employees to seek work as near to their homes as is feasible.

Departments of every provincial government are co-operating with the Dominion in moving farm workers into mining and logging during the winter months. Agricultural representatives, lands and forests officials and similar provincial fieldmen are acting as representatives, with full information about the man-power needs in mining and logging, the areas in which the needs exist and how farmers can get in touch with potential employers, either through Employment and Selective Service offices or directly.

Authorization has also been given to certain representatives of employers to visit defined rural areas in an effort to obtain men for specified industries or firms. These representatives must have written authorization from Selective Service authorities which includes instructions. The area in which a representative may recruit is defined. Each representative is given a list of other industries or firms with high labour priority to which he should send any available workers who do not wish to be employed in the industry for which he is recruiting; for example, a representative of a lumber company might be given the names of coal or base metal mines for which he could find workers who did not wish to do bush work. It is necessary that each representative be certain that agriculture will not suffer by the removal of persons being recruited. The representatives report to the nearest Employment and Selective Service Office the names, present addresses, future locations and character of employment, of each man taken from agriculture. Any transportation arrangements are at the expense of the companies for whom the men are recruited.

Under National Selective Service Regulations, farmers may accept employment outside agriculture without permit for a period not exceeding thirty days. Accordingly, a large number of farmers have proceeded directly to bush and mine operations without permit, but, in cases where it has been anticipated that the period of employment outside of agriculture would exceed thirty days, application has been made at the nearest local Employment and Selective Service Office for a permit. Farmers engaged without permit under the thirty-day rule may quit that employment without notice of separation, but when the employment is covered by permit, the farmer may not leave the operations without first serving seven days' notice of separation.

To encourage farmers and farm workers to return to agriculture in time for spring work, an expiry date is being placed on the employment permits.

Appeal for Coal Miners

In addition to the efforts to induce farmers to take off-season work in coal mines, other steps have been necessary to meet this national emergency.

Labour Minister Humphrey Mitchell, in collaboration with the four western Provincial Governments, the mine operators and the representatives of the miners, made an appeal to the mayors of Western Canada and to all employers situated from the head of the Great Lakes westward to canvass their employees to see if there are any skilled coal miners among them. The appeal was issued regardless of the essentiality of the industries.

The mayors and employers were asked to grant to the ex-coal miners leave of absence from their jobs, with protection of their seniority and pension rights. The Government paid transportation costs of those skilled men who were willing to return to the mines.

A directive was sent out to the Selective Service Officers in Employment and Selective Service Offices as another means of finding more workers for this industry. Applicants for permits who register at any office and who give their occupation as coal miners, are to be induced to return to coal mines.

In addition to these efforts, The Emergency Coal Production Board was established with wide powers to stimulate and organize increased coal production in Canada. The objectives, powers and duties of this new Board are outlined on page 1404.

Special Order Concerning Christmas Employment

National Selective Service Regulations were relaxed to permit postal authorities and the retail trade to give temporary seasonal employment to certain classes of men and women during the Christmas season. An order to this effect was made by the Director of National Selective Service on November 24, 1942, with the approval of the Minister of Labour.

Affected by the order were: students and teachers during the Christmas vacation, men more than fifty-nine years of age, women more than forty-four years of age and, where there are more than sufficient women to meet the requirements of high priority industry in a given locality, women who are less than 45 years old.

Under the order Selective Service Regulations which require permits to seek employment, seven days' notice on termination of employment, etc., do not apply to temporary seasonal employment in retail trade or by the Post Office Department during the period

from December 13 to January 5. No person employed without permit pursuant to this order may continue in such employment without permit after January 5, 1943.

In addition to assisting employers, the order was designed to make it easy for the classes named to obtain work during the Christmas rush and to ease the burden on the local Employment and Selective Service Offices at that time.

Youth Welfare in Scotland

The Committee appointed by the Secretary of State for Scotland to inquire into means of carrying out the Government's newly developed youth welfare scheme has recently issued its report.

A broad view of the scope of youth service schemes is taken by the Committee which declares that youth councils must not be satisfied with short-term plans suited to the present emergency but must

prepare now such resources as will enable young people to be prepared for work, citizenship, industrial and community living, and for the all-round development of their physical, mental, moral and spiritual life. The youth councils, also, will be charged with the duty of ascertaining and considering the living and working conditions of young people in relation to their leisure time and its beneficial use.

The Committee proposed that local education authorities should assume full responsibility for building up the youth service in their respective areas and should be assisted by youth councils acting as advisory committees and representing local health, police and government authorities, churches, voluntary organizations, employers, trade unions, the medical profession, pre-service training organizations, the Ministry of Labour, the Educational Institute of Scotland and the Workers' Educational Association or other suitable educational body. Local youth panels should be set up as district committees to advise on the special needs of each district and to execute the policies of the education authorities.

The Committee declared that the Government's scheme for youth welfare should not affect the independence of the voluntary organizations, but that youth councils should endeavour to secure increased co-operation between voluntary organizations and statutory authorities in the field of youth welfare by such means as the organization of music and drama festivals, sports and games, competitions and handicraft exhibitions.

MAN-POWER REGULATIONS IN THE UNITED STATES

Paul V. McNutt, Chairman of the U.S. War Man-Power Commission, Given Control over Employment and over Calling up of Men for Military Service

AS a result of regulations which came into effect on December 5, the United States has taken steps towards the establishment of full governmental control over its man-power, both for military and industrial needs.

The new regulations came into effect through an executive order signed by President Roosevelt. They give broad powers to the chairman of the War Man-power Commission, Mr. Paul V. McNutt, which may be summarized briefly as follows:—

1. Control of the Selective Service System (i.e. the machinery by which men are called up into the armed forces.)
2. Power to direct that the hiring of workers, in any establishment, occupation or area designated by the chairman, be conducted solely through the United States Employment Service.
3. Power to assure that no employer retain in his employ any worker whose services are more urgently needed elsewhere.

The President's order also terminates voluntary enlistments in the United States armed forces, the Army and Navy being directed to obtain their recruits henceforward solely through the Selective Service System.

President Roosevelt stated in his order that it was issued "in order to promote the most effective mobilization and utilization of the national man-power and to eliminate so far as possible waste of man-power due to disruptive recruitment and undue migration of workers."

Five-Point Man-power Program

At a press conference Mr. McNutt declared that the total population would now be considered a national pool from which the needs of the armed forces, war industries, agriculture and essential civilian activities would be supplied. He outlined the use he planned to make of his new powers in the following five-point program:—

1. Allocation of man-power to armed forces, war industries, agriculture and other essential civilian activities.
2. Efficient use of labour for war industries.
3. Mobilization of the nation's labour reserves.
4. Transfer of workers from less essential activities to activities essential to the support of the war.
5. Providing labour needed for essential agriculture.

Management-Labour Policy Committee

Under the terms of the Order, Mr. McNutt is instructed to appoint a "management-labour policy committee", to be selected from the

fields of labour, agriculture, and industrial management, and to "consult with the members thereof in carrying out his responsibilities."

Control of Hiring

The section of the Order directing that employment in certain cases be conducted solely through the governmental Employment Service reads as follows:—

In so far as the effective prosecution of the war requires it, the chairman shall take all lawful and appropriate steps to assure that all hiring, rehiring, solicitation and recruitment of workers in or for work, in any establishment, plant, facility, occupation or area designated by the chairman as subject to the provisions of this section shall be conducted solely through the United States Employment Service or in accordance with such arrangements as the chairman may approve.

Mr. McNutt indicated that he would not immediately use this power to its utmost extent, and that for the time being the ordinary methods of hiring workers would continue.

"The authorization for the regulation of hiring", he said, "is clearly a necessary control in areas of critical labour shortages."

"Although I am determined to exercise this authority, where necessary, to prevent labour hoarding and allocate essential workers to war plants, action will be taken only in those areas and with respect to those occupations where it is essential to meeting labour requirements."

"Until further clarification, it should be understood that presently approved methods of recruiting and hiring may continue."

Release of Workers from Non-essential Industry

The provisions of the Order restricting employers from retaining in non-essential employment workers needed elsewhere are as follows:—

No employer shall retain in his employ any worker whose services are more urgently needed in any establishment, plant, facility, occupation or area designated as more essential by the chairman pursuant to this section.

Mr. McNutt said that the newly-strengthened Commission was prepared to "ration scarce labour where available man-power is insufficient to meet all competing demands."

Acting with the advice of other government agencies, he said, the Commission "has established priorities for the use of labour, based on the urgency of various kinds of war production and services and linked to the production schedule and the flow of materials."

Adjustment of Hours of Work to Promote Production

"Steps are being taken", Mr. McNutt declared, "to adjust hours of work to a realistic standard designed to safeguard health and to promote production."

This adjustment, he said, would include reduction of hours in industries where they have been so "excessive" as to reduce efficiency and increase absences from work.

It also would include increasing hours in industries where "labour demands are inflated and production limited by an unnecessarily restricted working schedule," he declared.

He announced that he was taking steps "to effect the transfer of the hundreds of thousands of workers needed to meet the man-power demands of essential industries and services" and that machinery was being established to assure those transferred "suitable standards of wages and working conditions."

Allowances for Undue Hardships

In regard to the restrictions on employment, the chairman is directed in the order to take steps to prevent and relieve gross inequities or undue hardships, in so far as he finds so doing will not interfere with the effective prosecution of the war. A hearing is to be assured to any person claiming that any action under the terms of the Order is unfair or unreasonable as applied to him.

Call-up for Military Service

The Selective Service System, which in the United States administers the calling up of men for military duty, is transferred by the Order, with all its functions, to the War Man-power Commission. Mr. McNutt declared that the system would operate as a bureau within the Commission with Major General Lewis B. Hershey continuing as its chief.

The relationship between the military chiefs and Mr. McNutt is defined in the Order as follows:—

The Secretary of War and the Secretary of the Navy shall, after consultation with the chairman, determine the number of men required to be selected each month in order to fulfil the total respective requirements of the Army and Navy as approved by the President. The chairman shall furnish the required number of men through the Selective Service System.

Voluntary enlistments into the armed forces are halted for all men between the ages of 18 and 38. The Army and Navy can now obtain recruits only through the Selective Service System.

Mr. McNutt asserted that this centralization of man-power control under a single authority was "a prerequisite to any adequate attack upon the tremendous task of allocating men to the armed forces and to war industry."

"The transfer of the Selective Service System" he declared, "and the restrictions on voluntary enlistments, will make possible a unified plan for the orderly withdrawal of men from civilian life with the least possible disturbance of essential war production."

Seniority Rights for Workers Shifting to War Production

In regard to the transfer of workers to war production, President Roosevelt, shortly after issuing the man-power order, appealed to employers in civilian industries to assure employees who take up war work that their seniority rights will be protected, as the seniority rights of those who go into the armed forces are protected by the Selective Service Act.

The President's appeal was made public on December 8, and reads as follows:

"One of the ways in which we can encourage skilled workers in civilian industry to shift to employment in war plants is to see to it that when victory has been won, employees can return to their peace-time work without loss of all the seniority rights which they have accumulated over the years.

"Seniority privileges have become an institution in American industry. This was recognized when the Selective Service Act was passed. It was thought by the Congress only fair that men who gave up their jobs to enter the Army and Navy should have the maximum protection, so that when they returned they could step back into their jobs with a minimum of loss.

"Valuable re-employment and seniority rights are protected under the Selective Service Act. I think the same protection should be accorded to a worker, wherever, possible, who leaves his job to accept employment to help with the war effort, frequently away from home and at times under less favourable conditions. I feel that employers in civilian industries will be willing to give the same assurances to their employees who leave for war work as they are giving to employees who are leaving to join the armed services. By so doing they can perform a great service to the government at this time".

PRICE CONTROL IN CANADA DURING NOVEMBER, 1942

Government Action to Lower Cost of Living by Reducing Retail Food Prices —Activities of Wartime Prices and Trade Board in Controlling Shortages—Conservation—Rationing—Price Regulations —Import Policy

ON December 3, the Minister of Finance, the Hon. J. L. Hsley, announced the government's plan "to bring the cost-of-living at least part of the way back to the level of the basic period" (September 15 to October 11, 1941) by reducing the retail prices of a number of imported and domestic foods of widespread consumption through reduction of duties and taxes and out-right subsidy. Every consumer will share the advantage of the reduced prices since the commodities selected, milk, tea, coffee and oranges, are foodstuffs commonly used in the average household. Effective December 7, the retail price of tea is reduced by not less than 10 cents per pound, and the price of coffee to the consumer by 4 cents a pound. Retail prices of oranges are to reflect decreased costs to distributors and dealers. Starting on December 16, the retail price of milk is reduced by 2 cents a quart. The Government also instructed the Board to examine the retail prices of beef which, in some instances, are believed to have risen unreasonably in relation to established wholesale prices.

The reduction in tea and coffee prices will be effected by the Commodity Prices Stabilization Corporation. A subsidy is payable to all persons who have stocks on hand for resale at the close of business, December 5. Since the C.P.S.C. is the sole importer of tea and coffee, it is planned to furnish future supplies to retail stores at appropriately reduced wholesale prices. The lower milk price will be made possible by the payment of a subsidy to distributors of milk at retail outlets. In regard to beef prices, the Board is examining the practicability of a Board Order that will fix maximum retail prices for standard retail cuts of beef in proper relation to established wholesale prices.

Supply Problem

Meat.—In order to bring meat supplies throughout Canada under more complete control, all *slaughtering of livestock* for the sale of meat has been placed under permit. After January 1, 1943, persons who slaughter livestock in a slaughter house or other place or have it slaughtered for them, for the sale of meat, are required to obtain a permit. Interim permits are issued by local offices of the Board to all persons making application,

and after the applications have been reviewed by the Foods Administration, permits for continued operations may be issued, replacing the interim certificate (A-490, Nov. 23). *Custom Slaughtering* has been brought under control by an order adding it to the list of services regulated by the Board. Provision is also made that maximum prices for custom slaughtering are to be determined by those established during the period October 26 to October 31, 1942, both dates inclusive. (Board Order No. 204, November 3.)

Butter.—With a view to meeting temporary shortages of *butter* in certain retail markets, provision was made for releasing, by the end of the month (Nov. 30), 25 per cent of all stocks of butter held in storage. All holders of butter in excess of 5,000 pounds were required to report their storage stocks at the end of the month, regardless of whether such stocks were held for the dealer's own account or for the account of any other person. (A-483, Nov. 18, revoking A-457.)

Canned Fruits and Vegetables.—Sales of *canned fruits and vegetables* by canners and wholesalers in Canada have been limited to 75 per cent of the stocks in their hands on November 1, 1942, with the remaining 25 per cent being held to the order of the Foods Administrator. The new restriction of sales applied to any fruit or vegetable product, or the juice thereof, packed and preserved in containers of 16 ounces or more; to jam, jelly or marmalade in containers of two pounds or more, and also to fruit for remanufacture in quantities of 30 pounds or more. Exception has been made in the case of a canner who had sold or contracted to the Department of Munitions and Supply 15 per cent of his 1942 pack of canned tomatoes, as provided in Board Order No. 148, June 24, 1942: above this 15 per cent he has been required to retain only 10 per cent of his holdings of canned tomatoes to the order of the Foods Administrator. (A-500, November 28.)

Fuelwood.—Anticipating a *fuelwood* shortage in the winter of 1943-44 unless appropriate action is taken, the Board called upon provincial authorities to bring the matter to the attention of the municipalities. The Board pointed out that "it is not possible or feasible for the Board to assume primary responsibility for the supply of fuelwood

throughout Canada; in the main the individual communities must shoulder the burden." The Board suggested that a survey of the supply situation be made as soon as possible, preferably by December 1; that municipal authorities co-operate with the trade by establishing wood yards or by other measures, and that "special action" be taken in districts where such appears necessary.

Coke.—In order to conserve *petroleum coke* for essential industries such as aluminum, electrode and abrasive production, all transactions have been placed under a permit system. Provision has been made that anyone granted a permit to acquire petroleum coke for the manufacture of briquettes for domestic heating may sell such briquettes as long as such sales are reported to the Administrator in any form which may be required. The Board pointed out that substitutes for petroleum coke are available to replace it in domestic use. (A-495, November 25).

Simplification and Conservation

Leather.—Further regulations in the manufacture of leather footwear have been issued, effective November 20. The new regulations were concerned primarily with simplifying methods of production for the purpose of conserving materials and man-hours. In applying the regulations, minor disputes are to be arbitrated by one or more committees known as Committees of Reference composed of one representative of manufacturers and one of retailers or wholesalers.

Leather conservation has been effected by requiring, for civilian purposes, the use of 8½ gauge outsoles, by restricting vamp linings and facings on uppers of 5 oz. and over. Leather linings have been restricted to heavy boots that require a leather quarter lining. The great majority of heels are to be made of wood and will not be leather covered. The colour range in women's shoes has been reduced. A two-tone effect has been prohibited, both by the use of contrasting leather or by the addition of contrasting trim. White colour is no longer available in men's shoes and brown is out for work boots. In addition, novelty variations have been sharply restricted. The use of steel has been prohibited except in the case of steel shanks used in trade-marked arch-support recognized and approved by the Administrator. Certain exemptions from the regulations were made with respect to special types of footwear. Imported shoes, however, must conform with the restrictions of the Order.

The new regulations contained an important provision that no design or construction may

be utilized by the manufacturer which had not been utilized by him during the period between October 1, 1941, and the effective date of the Order (November 20). Under a separate Order, manufacturers of leather footwear have been prohibited from installing machinery for manufacturing by a process differing from that existing in their plants on November 26, 1942, except with written permission of the Administrator (A-489, November 21). To assist tanners in producing larger quantities of *sole leather* for military use, manufacturers of leather footwear have been prohibited from putting into process for civilian sale any inner soles or middle soles cut from shoulders of 5 to 8 gauge or iron, or any outsoles cut from bends over 8½ gauge or iron. (A-497, November 26).

Other restrictions with a view to simplification and cost reduction were applied to sales and distribution methods. All shoe boxes must be of uniform sizes, thus eliminating the costly "brand" box. Boxes may be covered only in white or natural kraft paper, while such details as size and description must be affixed to the box in one operation. Manufacturers have been forbidden to supply window samples. Advertising labels must not be attached to shoes, and distinguishing name stamps may not be affixed except when such a mark can be applied in one stamping operation. Shipping on approval and consignment have been prohibited, and all shoe orders must contain a minimum of 15 pairs in two widths or 30 pairs in up to five widths. (A-478, November 13, revoking A-263).

Clothing.—Additional measures of simplification and conservation have been applied to the manufacturer of *women's, misses' and children's wear*. While the previous orders have been revoked, the majority of the restrictions contained in them are maintained in the new regulations with a few revisions and the addition of certain new schedules to cover garments not formerly listed. The manufacture of certain luxury garments such as evening and dinner dresses has been discontinued. Garments, other than women's or children's hats, must not be fashioned in more than four shades. The use of wool cloth to line any garment has been prohibited. The order also prohibited fur trimmings on women's and misses' hats. Restrictions have been placed on overall tucking, shirring or pleating, while double cuffs or yokes have been prohibited except as permitted under the Order. Certain new restrictions have been applied to uniforms for nurses, maids, waitresses and beauticians. Among the garments not formerly listed which were covered by the new Order were sportswear, infants'

wear, boys' wash suits, women's and children's hats, bloomers, brassieres, corsets and scarves. New blocks for women's and children's hats were prohibited, effective January 15, 1943. (A-474, November 11).

In addition to the restrictions placed upon the manufacture of *women's, misses' and children's wear*, new regulations were applied to styling, sale and delivery of such clothing. Styles in general have been "frozen" as of the present fall and winter season, or the spring and summer season of 1943. The style range which had been reduced for the fall season of this year by one-third has been cut to one-half. The number of samples shown by any manufacturer for any season "shall not exceed 50 per cent of the number of samples shown by him for the corresponding season in 1941, and no manufacturer customarily selling by sample shall sell any garment in any style for which he has not shown samples." Sales by manufacturers and wholesalers on consignment or approval have been prohibited. Displays by manufacturers on retailers' premises have also been prohibited. (A-475, November 11).

Paper Products.—With respect to the manufacture of *shipping tags*, specifications have been set out as to size, stock (of paper) and colour (for certain of the stocks). (A-456, November 2). Regulations have been made for the manufacture of *paper bags*, used for various commercial purposes, in fewer sizes and from prescribed weights of paper. In the case of special orders received by a manufacturer for 100,000 bags or more of one type, size, weight and grade which do not conform to the specifications in the Order, the Administrator may, by permit in writing, allow their manufacture. (A-482, November 17).

Glasswear.—The manufacture of glass containers for bottling alcoholic beverages has been restricted to the sizes, shape of container and type of closure specified in an Order issued by the Administrator of Glass and Glass Products, and in accordance with such specifications as to style, quality and shape as are approved by the Administrator. (The order does not cover the bottling of beer, ale, porter or stout). (A-472, November 7).

Brushes.—Manufacturers of *paint and varnish brushes* have been permitted to add three popularly priced lines of brushes to the number which may be turned out under the Board's program of standardization and simplification. (A-494, November 25, amending A-197).

Restrictions and Conservation

Heaters, Pumps, etc.—The manufacture of converter *heaters*, preheaters, instantaneous or storage heaters has been restricted to the styles, models and sizes listed as standard in the latest catalogue published by the manufacturer prior to November 19, the effective date of the Order. (A-479, November 16). Similar provisions have been applied to the manufacture of circulating, condensation and vacuum *pumps* by "freezing" the types of pumps at the range shown in manufacturers' catalogues and listing the permitted types of control apparatus. (A-484, November 20). Types and sizes of *surface heating coils* have also been prescribed. (A-485, November 20).

Furnaces, etc.—Manufacture of *humidifiers* for all industrial uses has been prohibited except by written permission of the Administrator (A-486, November 20). The manufacture of *all steel furnaces* (containing more than 50 per cent by weight of sheet or plate steel) has been prohibited except with written permission of the Administrator. Under the permit system, manufacturers are restricted to an annual use of not more than 70 per cent of total weight of iron and steel used in 1941. (A-476, November 11). With respect to concealed and enclosed convector type *radiators*, their manufacture has been prohibited, except for ships or railroad cars, or with permission of the Administrator (A-480, November 16).

Bristles.—Regulations governing the manufacture and sale of *pigs' bristles* in brushes have been further tightened in conformity with new restrictions in the United States. Production of brushes for ordinary civilian uses has been restricted to those containing bristles under two inches in length. Except with written permission of the Administrator, manufacturers have been required to use not less than 50 per cent of material "other than bristles" where the size of stock of bristles is 2 to 3½ inches, and not less than 45 per cent, where the bristles are 3½ inches or longer (A-493, November 25).

Jewellery.—The use of *platinum and palladium* or their alloys has been prohibited in the manufacture or assembly of various articles of jewellery, effective November 15. The purchases of rhodium or alloys for such use has also been prohibited (A-431, November 11).

Food Choppers.—The manufacture of hand operated or motor driven *food choppers* for household use has been prohibited, while a permit in writing from the Administrator has been required in their manufacture for industrial, institutional or commercial use. (A-471, November 7).

Paper.—An Order issued by the Administrator of Converted Paper Products has prohibited the manufacture of fancy printed or embossed *wrapping paper*, special or standard Christmas wrapping paper, waxed and/or printed, and printed decorative crepe tissues. (A-481, November 17).

Shotguns.—The sale of *shotguns* at wholesale or retail has been prohibited except with permission of the Co-ordinator (of Sundry Items, n.o.p.) (A-459, November 2).

Soaps and Cleaners.—Consumers purchasing bar or packaged *soaps and cleaners* have been assured of getting materials of uniform weight, size and quality as a result of regulations issued by the Administrator of Oils and Fats. Manufacturers have been required to show clearly on the containers the packed weight of their products. The regulations provide that the weight of bars of toilet and laundry soap and bar cleansers may not be changed. Continued quality of output has been guaranteed by a provision forbidding any manufacturer from selling either bar or packaged soaps or cleansers differing in quality from those sold during the basic price ceiling period of 1941 (A-458, November 2).

Toilet Goods.—An Order by the Administrator of Pharmaceuticals and Toilet Goods has prohibited inclusion in gift sets of any tooth cleaning or shaving preparation contained in collapsible metal tubes (A-461, November 3). Simultaneously, the Board passed an order allowing retailers to sell, without exchange of tubes, tooth and shaving preparations when they form part of a gift set purchased by the retailer as such. (Board Order No. 206, November 3).

Typewriters.—The Board tightened up its regulations regarding typewriter sales by restricting the sale of used or rebuilt non-portable machines by independent dealers. In a previous amendment (A-379) to the regulations an independent dealer had been allowed to sell such a machine to users not listed in the priority schedules. Under the amendment issued this month, new, used or rebuilt non-portable typewriters may be sold to Class "B" users (war industries) in the priority schedule, with written permission of the Director, and only typewriters more than 10 years old may be sold without restriction. (A-496, November 26, amending A-194 as amended by A-379).

Building Products.—With a view to eliminating over-competition in deliveries and restricting the practice of over-ordering and returning materials and supplies for building and construction purposes, an Order has forbidden delivery by dealers on the same day the order is received of any of the materials

and supplies listed in a schedule to the Order. Pickups of supplies and materials have been prohibited except in the course of a lawful delivery. The maximum refund or credit on returns has been at 75 per cent of invoice, except for asphalt base or tar base roofing and siding products, wallboards of wood fibre or asbestos base or building papers, for which 90 per cent credit has been permitted. (A-460, November 2).

Photo Engravings, etc.—In order to level out the peak or rush periods in production of *photo engravings*, electrotypes, etc., an Order provided that after orders are received certain minimum time limits must elapse before deliveries are made. Manufacturers of cuts for news columns of newspapers were exempted (A-487, November 21).

Deliveries.—Restrictions upon the use of both automotive and horse-drawn vehicles in the *delivery of bread and bakery products* become effective throughout Canada on December 28, 1942. Distributors have been prohibited from operating vehicles which do not yield weekly sales equal to or greater than specified minimums (\$225 per week for automotive vehicles and \$175 per week for horse-drawn vehicles). Exempted from the restrictions were distributors who do not operate more than two vehicles, of which not more than one may be an automotive vehicle. (A-492, November 25).

New restrictions have been placed on *deliveries of ice*. Distributors have been restricted to three deliveries a week to private residences and one each week-day to hotels and commercial establishments. Under the three day a week delivery system one man will be able to deliver in areas formerly served by two. All Sunday deliveries have been abolished and on week-days only regular deliveries may be made. The latter are to begin at a particular time and proceed along a specified route or through a designated area. The three-per-week deliveries to private residences are to be on alternate days except when a regular delivery falls on a statutory holiday, for which certain provisions have been made. (Certain deliveries are exempted from the restrictions, e.g. to hospitals). Both horse-drawn and automotive vehicles have been placed under the delivery restrictions, and distributors have been prevented from increasing the number of motor vehicles over the number regularly used last August. Subject to certain exemptions, no distributor may use an automotive vehicle after December 28, to deliver ice unless the total quantity delivered from it in each week is at least 21,000 pounds. The minimum for a horse-drawn vehicle has been placed at 15,000 pounds.

Consumer Rationing

Tea, Coffee and Sugar.—Early in the month the Administrator of Rationing announced that double rations of tea and coffee would be allowed for soft coal miners working underground in the principal coal mining areas in Nova Scotia, Saskatchewan, Alberta and British Columbia. Special arrangements have been made for distribution, partly in co-operation with organized labour groups. In announcing the double ration the Administrator pointed out that "the work being done by the miners of soft coal is one of great national importance . . . and involves conditions of considerable hardships".

The Rationing Division advised insurance adjusters, trustees in bankruptcy and others having to do with disposal of salvaged tea, coffee or sugar that they must obtain a permit for such sales from the appropriate officer of the Board. (The Directors of tea and coffee, and in the case of sugar, the Sugar Administrator.)

Price Regulations

Mattresses, etc.—During the month several pricing orders were issued covering certain new goods. Manufacturers' prices for *new cotton felt mattresses* must be approved or fixed by the Administrator, with concurrence of the Administrator of the Retail Trade. For retailers the ceiling will be laid down cost plus normal markup, the latter not to exceed 40 per cent of retail selling prices (a new range of quality cotton felt mattresses is replacing spring filled mattresses) (A-470, November 6). Having limited the number of types (basic construction) of *wood frame bed springs* and studio couches and metal frame beds with composite panels and wood side rails, applications for price fixing must be made to the Director of Bedding showing proposed selling price, comparison with former products as to ability, etc. On the basis of the application and Director's recommendation, maximum selling prices are to be fixed by the Deputy Administrator of Supplies, with concurrence of the Administrator of the Retail Trade. Retailers' maximum prices are to be the sum of the actual price paid and a normal markup, the markup not to exceed 40 per cent of the retailer's selling price (A-498, November 28).

Bicycles.—Specific ceiling prices have been established at the retail level for wartime bicycles, following an order issued last May by the Controller of Supplies which required that all bicycles must be built to certain specifications. Prices were determined after a comparative study of the prices at which bicycles were sold during the basic period (A-463, November 4).

Skates.—A price formula for manufacturers of *nu-chrome skates* and for wholesalers and retailers selling these products was issued by the Administrator of Footwear. Manufacturers were required to submit a statement showing details of cost and proposed selling price. Dealer's maximum selling price must not exceed the sum of laid down cost and basic period markup, the latter not to exceed 15 per cent and 35 per cent of selling price for wholesalers and retailers respectively (A-464, November 5).

Clothing.—Manufacturers of *women's, misses' and juniors' coats, suits or sport jackets* to be offered for sale at retail during spring and summer of 1943 may be authorized to increase by not more than 10 per cent the price at which they sold the same type of garment produced for the 1941 season. Although this increase was provided for in an Order issued last April (Board Order No. 115, respecting seasonal goods), manufacturers did not take advantage of it because they were in a favourable inventory position. (A-462, Nov. 6). Manufacturers of *men's and boys' caps and suspenders* have been authorized to make a uniform charge in addition to their maximum selling prices for caps sold in small quantities and for special large sizes of caps and suspenders. (A-469, Nov. 6).

Potatoes.—Maximum wholesale and retail prices for *potatoes* in all parts of Canada will be the highest lawful prices at which potatoes were sold in the period November 1-10, 1942. In announcing the Order, the Board's statement declared "that its new order became necessary as a result of recent sharp increases in potato prices". (Board Order No. 205, Nov. 11).

Eggs.—Specific price differentials between various grades of *eggs* were established, covering the period from November 23, 1942, to January 31, 1943. By a previous Order (No. 178), maximum wholesale prices were set in 11 principal Canadian markets for Grade "A" large eggs, and these continue in force under the new Order. A charge of two cents a dozen above the maximum wholesale price for the particular grade may be added to the prices set when eggs are packed in cartons containing a dozen or half-dozen eggs.

Fuelwood.—Several additional orders were issued covering *fuelwood* prices in certain centres. For the cities of Fort William and Port Arthur, Ontario, the maximum delivered price per cord was set for seasoned fuelwood, and also maximum prices for fractions of a cord when ordered by the purchaser. Maximum prices for slabs, edgings or millwood were to be those prevailing in the period December 1-15, 1941 (F-50, Nov. 13). Several minor amendments were issued with respect

to maximum prices for fuelwood in Greater Toronto area and the city of Hamilton, Ontario (F-51, Nov. 10); maximum prices for dry fuelwood in the Province of Manitoba (F-54, Nov. 18); maximum prices for fuelwood in the City of Saint John and certain districts in New Brunswick (F-52, Nov. 23); and sawdust and millwood in Vancouver area, British Columbia, F-53, November 18).

Photographic Equipment.—The maximum price for all types of *used cameras, binoculars, lenses and photographic equipment in general* has been fixed at 100 per cent of list price. In issuing the Order it was pointed out that in many cases used cameras, etc., had been selling for more than new ones had formerly brought because new goods were not being manufactured and there was a good deal of competitive bidding for the used goods. In an accompanying schedule the Order listed maximum prices for different kinds and types of used cameras, representing in general the last quoted retail selling prices for new goods during the basic period September 15 to October 11, 1941. Used binoculars, used lenses and used photographic equipment not listed in the schedule may not be sold at a price higher than the last quoted retail selling price

as shown on manufacturers' or dealers' price lists. (A-477, Nov. 12).

Import Policy

The Board has added a number of imports to the list of commodities excluded from subsidy or ineligible for subsidy unless, prior to importation arrangement has been entered into with the Commodity Prices Stabilization Corporation. The changes were by way of amendment to the schedules which accompanied the Board's Statement of Import Policy on July 13, 1942. Added to the list of tariff items excluded from subsidy (section 1 of Schedule "B") were prunes, and cleaned rice when imported by manufacturers of cereal foods for use in the manufacture of cereal foods in their own factories. Added to the list of goods eligible for subsidy only if, prior to importation, an arrangement respecting subsidy has been entered into with C.P.S.C., were the following items: Starch, dextrine, etc.; moulding compositions and other primary forms of pyroxylin, cellulose nitrate, etc.; common and colourless window glass; cane and rattans, osiers or mullions and bamboos—unmanufactured; and button blanks and ivory nuts.

I.L.O. REVIEW OF INDUSTRIAL RELATIONS IN WARTIME

INDUSTRIAL Relations and the Determination of Conditions of Employment in Wartime is the title of a comprehensive and timely article in the International Labour Review, November, 1942. After outlining the problems affecting industrial relations which arise in a war economy, the author points out the modifications which appear to be necessary in connection with collective bargaining, the adjustment of wages and the settlement of disputes.

The review of earnings which were revealed by a study made by the British Ministry of Labour and National Services and of wage rates in the United States leads to the statement that

"it would appear that while trade union action can help certain privileged groups of workers to benefit by an increase well in excess of the cost of living, others may experience a substantial decline in the purchasing power of their wages."

The experience of the various Allied countries suggests to the author certain principles on which an industrial relations policy may well be based: (1) A general agreement for collaboration between the central workers' and employers' organizations on the one hand and the Government on the other; (2) the regulation of wages and conditions of employment

for whole industries either through collective agreements or through arbitration awards; (3) the voluntary renunciation of strikes and lock-outs and the submission of all labour disputes to conciliation and arbitration; and (4) the formulation by Government authorities or by law of certain principles of wage policy which are to be observed by industry and labour in their agreements and by the conciliation and arbitration authorities.

The application of these principles in different countries must vary, of course, with the extent to which employers and workers are organized and with the framework of legislation and customs into which they have to be fitted. Where there is a unified labour movement covering a large proportion of industry and similar organizations of employers, a national industrial relations policy, it is found, can be more readily formulated and applied. The Government is able to count on these organizations to assume responsibility for playing a part in framing and carrying out national production plans.

As regards collective agreements, the writer of the article points to the action taken by a considerable number of countries to give to agreements the force of law and to make it possible to extend them on certain conditions to the whole of the industry or the occupation

concerned. The legal enforcement of agreements and their extension to third parties had been provided for by law before the war in Austria, Bulgaria, Czechoslovakia, Denmark, Finland, France, Republican Germany, Greece, Ireland, Italy, Luxemburg, the Netherlands, Norway, Poland, Portugal, Rumania, Spain, Sweden, the U.S.S.R., several Australian States, New Zealand, South Africa, Brazil, Chile, Cuba, Morocco and other countries. New labour codes or draft codes containing such provisions have been drawn up in the Argentine, Bolivia, Colombia, Ecuador and Venezuela. The generalization of agreements under statutory authority is also provided for in the Province of Quebec under the Collective Agreement Act. In both Great Britain and the Commonwealth of Australia the Government in 1940 provided in an emergency measure for the extension of collective agreements to non-parties so that the whole industry or occupation covered by the agreement would be bound by its terms. In all these countries, of course, it is required that before an agreement may be extended, a substantial proportion of the industry must have entered into it voluntarily.

Other parts of the article summarize the more important changes in conciliation and arbitration machinery that have been made to speed up settlement and prevent work-stoppages during the war and the policies that have been adopted in certain countries for the regulation of wages and other conditions of employment.

In the United States and South Africa, as in Australia and New Zealand, there is compulsory arbitration and strikes and lockouts are prohibited. In Australia the powers of the Commonwealth Conciliation and Arbitration Court have been extended to cover all disputes, not merely those extending beyond the borders of a State; in New Zealand strikes and lockouts are again prohibited and decisions of emergency disputes committees as of the Court of Arbitration are binding on the disputants; in South Africa and the United States arbitration has been made compulsory since

the outbreak of war. In Great Britain any dispute must be reported to the Minister of Labour and National Service who may refer it to the National Arbitration Tribunal if the parties fail to settle it and there may be no stoppage of work until three weeks have elapsed after it has been reported and unless the Minister has not, within that period, referred the dispute for settlement. The National Arbitration Tribunal's decisions bind the parties.

As regards wages, the writer states:

The main object of any wage policy in war-time is of course to stabilize wage rates at a particular level, since what is desired is precisely to prevent a continued and uncontrolled rise in the price of labour (an essential factor of the cost of production) from leading in the long run to inflation and therefore to disorganization of the war production program.

The stabilization of all wage rates has been imposed by law in Australia, Canada, and the United States. In Great Britain it has been made possible in practice by strict measures of indirect control (price control, rationing, taxation, voluntary savings, etc.) and by the discipline to which the workers' and employers' organizations have submitted of their own accord. But in no country has the stabilization of wage rates meant the freezing of wages for the duration of the conflict. In point of fact, all the national regulations provide for the necessary correctives to alleviate the strict application of the principle, in particular, in the case of the lowest paid categories of workers. Furthermore, certain exceptions are allowed in order that the wage system may continue to act as an incentive to output and thus play an active part in the war production policy.

Thus, provision is made for increasing wages which are below the subsistence level or which are low when compared with rates in the same or a similar area, occupation or industry. Further, wages may be adjusted to the cost of living, and, to stimulate war production, there may be, as in Canada, new classifications of workers, a change-over from time to piece rates, or other adjustment, or, as in Australia, increases for special skill or output. In Canada and the United States the principle of equal pay for equal work irrespective of sex has been accepted.

NATIONAL SERVICE FOR WOMEN IN GREAT BRITAIN

AS many men as possible must be available for front line duties in the Armed Forces, according to a report in the October issue of the British *Ministry of Labour Gazette*. This means that many more women must be recruited for the Women's Auxiliary Services to undertake duties for which men would otherwise have to be used, but in which women have shown themselves able to take the place of men.

The compulsory powers of the National Service Acts are being used to provide a

number of the additional recruits wanted (LABOUR GAZETTE, February, 1942, page 193). These Acts do not apply, however, to married women, nor are they used to compel a woman to join the Forces who prefers to take one of the vital jobs in industry. So far, the age classes from 1918-1921 and the older half of the 1922 age class are included in the compulsory call-up; further age classes will probably be included later, but at the moment a concentrated effort is being made to secure the release from their existing work

of more women within the present call-up age classes. The position therefore is that the compulsory call-up is yielding recruits from among single women born between January 1, 1918, and June 30, 1922, provided they do not prefer factory work, but not from women born outside those age limits nor from among married women. Accordingly, the field for recruits under the National Service Acts is comparatively small, and outside it there is a much larger field of women for whom there is no compulsory call-up but who are eligible to volunteer.

The Women's Auxiliary Services have always been and still are, in the main, volunteer forces. The recruitment of these Services up to the necessary complements depends very largely upon volunteers. Even since the extension of the National Service Acts to women the number of volunteers has consistently been larger than the number of women called up under the National Service Acts. During the past six months the number of volunteers has been double the number called up, but the rate has dropped and the balance must be restored. Now that there is a call for a large increase in recruitment for the Women's Auxiliary Services the call must be answered in two ways, viz., (1) by increasing as much as possible the number of women called up from the field covered by the National Service Acts, and (2) by an increase of volunteering from that much larger field to which the calling-up arrangements do not extend.

In the past, numbers of women who wanted to volunteer have not been accepted because it was felt that their civilian work was too important. The needs of the Women's Aux-

iliary Services, however, have now grown more urgent and many of these women and others in like positions will now be accepted. Women in reserved work who wish to volunteer will be accepted for the Women's Auxiliary Services if their employers are willing to let them go, and it will be quite exceptional for any women not in reserved work to be refused permission to volunteer. Women may join the Service they prefer, subject to a certain proviso with regard to the W.R.N.S. in the case of the National Service age group, and so far as this can be arranged, they may follow the trade they choose, except that for certain types of work special qualifications are needed. Volunteers are wanted in the largest numbers for the following: A.T.S.—Anti-aircraft, signals, driving, special operations, radio mechanics, cooking, orderly work, camouflage; W.A.A.F.—Cooks, motor drivers, balloon operators, aircraft hands, clerks, flight mechanics, mess stewards and waitresses, radio operators. Women in the 20-24 age group can be considered for the W.R.N.S. only if they possess one of the seven special reasons or qualifications agreed between the W.R.N.S. and the Ministry of Labour. This ensures that only a certain proportion of the women in the National Service age group will be allocated to the W.R.N.S., which is the smallest of the three Women's Services.

Pay depends on the type of work done, length of service, and rank. The lowest rate is 2s. a day, all found. Wives of servicemen are granted their leave to coincide with their husbands' leave, subject to Service exigencies.

LABOUR AND INDUSTRY IN ONTARIO, 1942

Report of Provincial Department of Labour Reflects Increased Industrial Activity—Deals with Employment, Industrial Disputes, Accident Prevention, Wages and Hours, etc.

UNPRECEDENTED gains in industrial employment in Ontario, due to the gathering momentum of the war effort, were reported by the provincial Department of Labour in its twenty-third report covering the fiscal year ending March 31, 1942. Employment was up almost 25 per cent over the previous year's total, the index number registering an average of 167.6 for the year, compared with 135.0 for the year preceding (1926=100). Though expansion was general in all industries covered by the report, it was specially marked in the manufacturing industry as a whole, with employment increases being greatest in the iron and steel division.

Industrial Disputes.—The number of strikes reported in Ontario during the fiscal year 1942

totalled 109, in which 28,690 workers were involved with a time loss of 298,393 man-working days. In the previous year there had been 55 strikes, involving 9,188 workers with a loss of 36,318 days, the smallest time loss due to strikes since 1925. One strike in the mining industry caused more than 45 per cent of the total time loss, or 136,000 days.

The predominant cause of strikes concerned wage increases or cost of living bonuses, there being 41 strikes for this cause alone, while wage increases figured among other demands in 34 strikes. Union recognition was the sole cause of 6 strikes, and figured among other demands in 25 strikes.

Approximately 18 per cent of the workers in all disputes were successful in their demands,

31 per cent were partially successful, and 14 per cent were involved in strikes settled in favour of employers. The remaining 37 per cent of the workers were involved in strikes which resulted in work being resumed pending negotiations or reference to a Board.

There was a great increase in the number of cases handled by the conciliation officers of the Department during the year. One reason for this increase was the number of cases referred to them for investigation and mediation by the Regional War Labour Board established under the terms of what is now known as the Wartime Wages Control Order. Another reason was the fact that, due to the co-ordination of the functions of the Ontario and federal Departments of Labour, the federal conciliation officers in this Province operated under the direction of the Ontario Department of Labour.

War Emergency Training Program.—During the second year of operation the Dominion-Provincial War Emergency Training Program extended its scope to meet the needs of changing conditions. Two new developments in the training for industry plan were the part-time classes which gave advanced training to 1,835 promising employees, both men and women, in order to make possible the up-grading of these employees, and the inauguration of authorized plant schools to give advanced training on machines and equipment not available in other training schools. Three such schools were authorized during the last month of the fiscal year.

Arrangements were made, under agreement with the Department of Pensions and National Health, for the rehabilitation training of discharged men. Such classes have already been established and plans are being completed for taking care of large numbers of ex-service men as soon as required.

During the year pre-employment and pre-enlistment classes were brought under the Workmen's Compensation Act, so that trainees will receive benefits in case of accident.

Volunteer Farm Workers.—In April, 1941, an Interdepartmental Committee of representatives of the Departments of Education, Agriculture and Labour was appointed to deal with the problem of farm labour shortage. A plan was formulated for enrolling in the Farm Service Force of Ontario secondary school students and all young men and women willing to volunteer for this national service. The administration of the plan was undertaken by the Department of Labour.

The young men placed on farms usually lived with the farmers for whom they worked and the young women lived in camps equipped by the Government and supervised by the Young Women's Christian Association. There

were ten of these camps in the Niagara District, where 1,120 girls were employed in fruit picking and other farm work, and one fruit picking camp for 120 boys. Many workers went out daily from the towns and cities for farm work, being called for and returned morning and evening by the farmers.

The objective for the season was the placement of 10,000 volunteer farm workers but the total amounted to 22,860 and a magnificent service was rendered by these workers in conserving the farm products of the Province.

Employment Service.—The Ontario Government Offices of the Employment Service of Canada were taken over by the Dominion Government on August 1, 1941, pursuant to the Unemployment Insurance Act. For twenty-three and a half years these offices formed an important link in the chain of Employment Offices across Canada, and during their operation 3,378,637 placements were made.

Factory Inspection.—During the year, 29,343 inspections were made by members of the Inspection Branch. This total was 2,624 fewer than had been made the previous year, the inspectors spending a greater proportion of their time in the large firms engaged in war production. It was stated in the report of the Factory Inspection Branch that priority of inspection is given to known hazards where accidents have occurred, or are most likely to occur.

Such hazards in plants are followed up closely by a repeat visit of the inspector, and all mechanical accidents reported are investigated as soon as possible in order that repetition may be averted.

Repeat visits on less urgent matters have been reduced and a great deal of follow-up on instructions of the inspectors has been handled by correspondence with an encouraging measure of success. It has also been found advisable to curtail the inspection services within the Department on what might be considered matters of minor importance in order to utilize the maximum efforts of the inspectors in the all-important sphere of accident prevention and maintenance of satisfactory working conditions in war industry.

The number of accidents reported to the Branch showed a marked increase during the year, and in this connection the report stated: "The upsurge in accidents, both fatal and lost-time, follows the curve reported during the similar period in the last war, and presents one of the major problems of the war effort of this country. All the skilled operators have been absorbed in industry long since, and operators taken on now and in the future

will be those who have had short courses of training or who belong to the 'green-hand' class. Therefore, if the maximum war effort is to be developed, these employees must be protected until they become skilled workers able to carry their full load in war industry. They must be made fully conversant not only with the production possibilities of their machines, but with the accident probabilities as well. While adequate guarding may cut down production to a certain extent, it is of paramount importance in these days to ensure that workers are kept safe to remain in their places on the production line."

Concerning industrial diseases the report declared: "The danger of industrial diseases continues to be a real problem owing to the increasing use of harmful chemicals, particularly in munition plants. The Industrial Hygiene Branch of the Department of Health has again assisted us in coping with this problem."

Hours of Labour.—Due to the pressure of war production, it was stated, double and triple shifts are becoming more and more necessary. The numbers of overtime permits and double shift permits for female workers have increased greatly, and overtime permits now are issued to cover a month or more, instead of a single night as formerly. "This Branch," declares the report, "realizes the strain under which manufacturers are working to maintain and increase production, with the prevailing shortage of skilled operators and materials, and the factory inspectors are instructed to be reasonable in their recommendations for changes in factories. It has been proved, however, that excessive hours of work over an extended period result in reduced production and that satisfactory working conditions and adequate guarding of machinery improve the workers' morale and thus make for greater production."

Child Labour.—There were more cases of child labour during the year, and the report predicted that as available man-power in the Province is absorbed into military and industrial life this problem will become more and more acute. The strictest adherence to the law, which prohibits the employment of children under 14 years of age, in industrial and commercial establishments, is being enforced.

Plans for Buildings.—The Examiner of Reports and Designs approved of 993 plans for new factory, shop and office buildings, or additions and alterations to such buildings. In all large new factory buildings adequate provision is made for the dispensation of medical services, and satisfactory arrangements were made with many firms to make similar pro-

vision either in new additions or by altering the floor areas in existing buildings. The total estimated construction cost amounted to \$34,224,030, or an increase of \$4,785,730 as compared with the previous year. This total is nearly three times that of 1940 and over four times that of 1939.

Legislation.—Three of the Acts coming under the jurisdiction of the Minister of Labour were amended at the 1942 session of the Legislature of Ontario.

Several amendments were made to the Workmen's Compensation Act for the purpose of clarifying the law and practice of the Workmen's Compensation Board.

The sections dealing with compensation for permanent disability were redrafted to make it clear that the Board is to estimate the impairment of earning capacity from the nature and degree of the injury rather than from the difference in average earnings before and after the accident, but may use the latter method if it deems it more equitable. The Board is to fix a sum as compensation proportionate to such impairment but not to exceed 66⅔ per cent of the workman's average earnings during the previous twelve months, if he has been so long employed or, if not, then for any shorter period during which he has been in the employ of his employer. Compensation is to be a weekly or other periodical payment during the lifetime of the workman, or for such period as the Board may fix, and is payable even if the workman is not disabled for seven days from earning full wages.

The provision debarring a workman from compensation for an industrial disease unless the disease was due to the nature of employment in which he was engaged at any time within twelve months previous to the date of his disablement, was abolished.

Amendments were also made to the Factory, Shop and Office Building Amendment Act (revising the elevator section of the Act) and to the One Day's Rest in Seven Act.

Industry and Labour Board

The Industry and Labour Board administers the Industrial Standards Act, the Apprenticeship Act and the Minimum Wage Act.

Industrial Standards Act.—Seven schedules pursuant to the Industrial Standards Act were approved, of which one was a new schedule and six were renewals. At the close of the fiscal year, 101 schedules were in effect.

Arrears of wages of 204 employees amounting to \$3,490.19 were collected from 54 employers. Of this amount the sum of \$534.74 was diverted to the Crown with the approval of the Industry and Labour Board. There were 23 prosecutions during the year, resulting

in 18 convictions, and 5 cases withdrawn. Fines amounting to \$171 were imposed.

Apprenticeship Act.—The numbers of apprentices registering in the designated trades have been decreasing since the beginning of the war, due to enlistments and the demand for workers for munition plants and other war enterprises, to whom are paid wages higher than those paid to apprentices. During the fiscal year 1942 a total of 333 apprentices registered, 108 of whom were in the building industry, 113 in the motor vehicle repair trade and 112 in barbering and hairdressing. The apprentices completing their training during the year numbered 360, cancellations of contracts 170, and the number of apprentices still in training at the end of the fiscal year totalled 1,123.

Employers' and employees' organizations in the construction industry have been giving serious consideration to methods of meeting the shortage of apprentices in the building trades. The various restrictions on the use of automobiles have resulted in unsettled conditions in the motor vehicle repair trade, and have affected the registration of apprentices.

Numerous inquiries have been received from employers outside the designated trades concerning organized apprenticeship and many

firms are entering into contracts of apprenticeship and others are considering the matter.

Minimum Wage Act.—The wage returns submitted to the Minimum Wage Branch by 16,264 employers showed a marked increase in the numbers of persons employed. Employees reported totalled 631,631, as compared with 535,906 the previous year. Almost two-thirds of this increase of 95,725 were female workers.

As a result of the checking of these wage sheets, increased wage rates were ordered for 968 employees in 637 establishments, as compared with 1,504 employees in 869 establishments the previous year. Arrears of wages amounting to \$7,432.17 were collected from 202 employers on behalf of 345 employees, as compared with \$15,332.19 from 372 employers on behalf of 738 employees in 1941.

Four charges were laid against three employers, as compared with 22 charges against 17 employers in 1941. Three of these charges were withdrawn after the payment of arrears of wages amounting to \$33.86, and one conviction was registered and a fine of \$10 imposed.

Detailed statistics are given in the report dealing with wages and hours in various industries.

WAR EMERGENCY TRAINING PROGRAM

Statistical Summary for November, 1942

ON November 30, 1942, a total of 20,691 persons were receiving training under the Dominion-Provincial War Emergency Training Program. When compared with the total number in training on November 30 of last year, this represents an increase of over 7,000 trainees.

Of those training on November 30 this year, 4,578 were attending full-time Industrial classes, while 4,553 were receiving part-time instruction.

There were 9,495 members of the Armed Forces receiving instruction under the program. Of this total 6,374 were attending R.C.A.F. courses, 2,221 were following Army classes, while 900 were in Navy classes.

In Plant Schools 1,400 individuals were receiving full-time training. In addition to those who were being trained on a part-time basis in classes held in Vocational Schools, 478 persons were receiving part-time training at other centres.

The Rehabilitation classes for the training of men who have been honourably discharged from His Majesty's Forces had an attendance of 187 on November 30, 1942.

During November this year, 8,316 new enrollees were admitted to the classes. This represents a substantial increase over the numbers who commenced training during November, 1941, when the total was 5,668.

Of the 2,588 persons who commenced training this November in the full-time Industrial classes being held in Vocational Schools, 1,410 were women. A total of 873 new enrollees entered the approved Plant Schools of whom 459 were women.

During November, 1942, 2,420 trainees who had been enrolled in the full-time Industrial classes, completed their training and were placed in employment. Of this total 1,063 or about 43 per cent were women.

From the approved plant schools 320 men and 357 women completed their training during the month, while 27 men and 23 women were placed on production before completing their courses.

As pointed out in previous issues of the *LABOUR GAZETTE* with the reduction in the available supply of male trainees women have been enrolled in War Emergency Training

Classes in increasing numbers. On November 30, 1941, there were only 655 women in training under the Training Program. On November 30 of the current year, there were 3,449 women enrolled under the War Emergency Training Program. Of this number 1,912 were enrolled in full-time Pre-employment Industrial Classes, 917 in part-time classes, while 620 women were receiving training in Plant Schools being carried on by industry in co-operation with the War Emergency Training Program. During the month of November, 1942, a total of 2,140 women were admitted to training under the War Emergency Training Program, as compared with 767 women admitted to training classes during the month of November, 1941. In November, 1941, 371 women trainees in full-time Pre-employment Classes were placed in employment, while during the same month in 1942, 1,063 women from the full-time Pre-employment Classes were placed. In addition 446 women in Plant Schools and part-time classes completed their training during November, 1942. There were no women enrolled in either part-time classes or Plant Schools in November, 1941.

In addition to training workers for war industry and the armed forces, Vocational Training is being provided under the War Emergency Training Program to discharged members of the armed forces who are referred to the program by the Department of Pensions and National Health. Under the Post-Discharge Rehabilitation Order of the Department of Pensions and National Health, provision is made whereby certain allowances may be paid to discharged men by that Department, while they are undertaking Vocational Training or completing interrupted education. To avoid any duplication of facilities, arrangements were made to have the Vocational Training of discharged members of the armed forces provided under the War Emergency Training Program.

As above mentioned, the selection of the discharged members of the armed forces to be given training is made by the Department of Pensions and National Health, but officials of the War Emergency Training Program work very closely with the District Veterans' Welfare Officers. Committees have been set up across the country on which are included representatives of the War Emergency Training Program and Veterans' Welfare Officers to review cases of discharged members of the forces referred for Vocational Training, and to advise on the type of training most suitable.

So far there have not been a great number of discharged men referred to the program for training due to a large extent to the existing employment opportunities. Since April 1, 1942, a total of 791 discharged men have been enrolled in Rehabilitation Training Classes, while 187 were under training in these classes at the end of November, 1942. Owing to the small numbers involved, special classes have not as yet been established for Rehabilitation Training. These men are being enrolled in existing classes carried on under the program. However, facilities are available to establish special Rehabilitation Classes when the number of discharged members of the forces requiring Vocational Training justifies this step.

The responsibility for securing employment for discharged members of the armed forces on completion of their training rests with the Department of Pensions and National Health and the Employment Offices under National Selective Service, but wherever possible the War Emergency Training Program has given assistance in locating suitable employment through its field representatives. From April 1 to the end of November, 1942, 386 men from Rehabilitation Classes have been placed in employment. During the same period 157 rehabilitation trainees left the classes before completing their training. A great majority of these left the classes to take available employment.

The Training Branch has in preparation a new Foreman Training unit which is to follow the first two units which have already been made available to war industries, namely, Job Instructor Training and Job Relations Training.

The new unit will be called Job Methods Training. This has to do with the principles of job simplification.

It is anticipated that in view of the increasing scarcity of man-power and the demand being made on war industries for continuously increasing output that this new unit will be of extreme interest both to management and labour interested in providing maximum output to back up the men in the front line.

This is not a "speed up" program but rather one concerned with the elimination of waste effort and the discovery of methods by which this objective may be attained.

The new program should be available in the latter part of the winter. Companies with engineering, production planning, time and motion study divisions will be particularly interested in this development.

WAR EMERGENCY TRAINING PROGRAM
TABLE 1.—INDUSTRIAL TRAINING IN VOCATIONAL SCHOOLS DURING MONTH OF NOVEMBER, 1942, WITH TOTALS FROM APRIL 1, 1942 TO NOVEMBER 30, 1942
(Subject to Revision)

TABLE 1.—INDUSTRIAL TRAINING IN VOCATIONAL SCHOOLS DURING MONTH OF NOVEMBER, 1942, WITH TOTALS FROM APRIL 1, 1942 TO NOVEMBER 30, 1942
(Subject to Revision)

PLACEMENTS, ENLISTMENTS AND WITHDRAWALS FROM PRE-EMPLOYMENT AND REHABILITATION CLASSES													
	NUMBERS IN TRAINING				(3) Placed in Employment		Enlisted		Completed Training but not Reported Placed		Left before Training Completed		
	From April 1/42 to Nov. 30/42	At First of November	Enrolled in November	At End of November	From April 1/42 to Nov. 30/42	In Nov.	From April 1/42 to Nov. 30/42	In Nov.	From April 1/42 to Nov. 30/42	In Nov.	From April 1/42 to Nov. 30/42	In Nov.	
ONTARIO													
Pre-Employment Classes {men.....	7,907	1,264	548	1,179	5,489	526	103	9	20	1,191	120		
Part-Time Classes (†) {women.....	8,470	845	773	2,922	6,915	603	3	2	8	897	103		
Rehabilitation Classes—men.....	1,388	688	136	629	79	9				17	2		
Total.....	22,512	4,742	2,139	5,076	12,483	1,138	106	11	48	2,115	225		
MANITOBA													
Pre-Employment Classes {men.....	625	136	40	98	387	65	3	1	26	72	5		
Part-Time Classes (†) {women.....	53	23	2	12	25	12	3	1		14	1		
Rehabilitation Classes—men.....	128	18	14	25	66	3	4			24	4		
Total.....	809	179	56	136	478	80	10	2	74	110	10		
SASKATCHEWAN													
Pre-Employment Classes {men.....	388	2	48	48	278	1	8		11	44			
Part-Time Classes (†) {women.....	666	165	85	198	399	33	5	1	6	58	17		
Rehabilitation Classes—men.....	13	9	13	13	66	6			3				
Total.....	1,164	176	171	287	743	40	13	1	20	102	17		
ALBERTA													
Pre-Employment Classes {men.....	637	34	22	45	327	6	34		93	142	1		
Rehabilitation Classes—men.....	130	94	80	141	179	24	3		2	88	9		
Total.....	1,216	152	122	219	558	33	39		133	38	6		
BRITISH COLUMBIA													
Pre-Employment Classes {men.....	1,010	106	72	102	771	70	1		19	85	7		
Part-Time Classes (†) {women.....	2,313	308	274	302	1,531	255	3	1	1	311	24		
Rehabilitation Classes—men.....	4,237	1,208	252	1,233									
Total.....	7,884	1,772	629	1,775	2,341	335	4	1	23	9	1		
										405	32		

(†) Trainees in Part-time Classes consist largely of employed persons who are being given training at the request of employers in war production who wish to up-grade their employees.
(*) Includes those graduates who, though actually placed prior to November 1, 1942, were not so reported until after November 1, 1942.

WAR EMERGENCY TRAINING PROGRAM

TABLE 2.—TRAINING GIVEN IN VOCATIONAL SCHOOLS TO MEMBERS OF THE ARMED FORCES DURING THE MONTH OF NOVEMBER, 1942, WITH TOTALS FROM APRIL 1, 1942, TO NOVEMBER 30, 1942

(Subject to Revision)

	NUMBERS IN TRAINING				COMPLETED TRAINING	
	From April 1/42 to Nov. 30/42	At First of Nov.	Enrolled in Nov.	At End of Nov.	From April 1/42 to Nov. 30/42	In Nov.
DOMINION SUMMARY						
R.C.A.F. Classes.....	17,896	5,908	1,903	6,374	10,437	1,297
Army Classes.....	9,102	2,016	974	2,221	5,895	699
Navy Classes.....	2,433	954	239	900	1,469	243
Totals.....	29,431	8,878	3,116	9,495	17,801	2,239
NOVA SCOTIA						
R.C.A.F. Classes.....	252	60	24	64	169	20
Army Classes.....	629	182	76	190	393	59
Totals.....	881	242	100	254	562	79
NEW BRUNSWICK						
R.C.A.F. Classes.....	791	171	145	286	414	28
Army Classes.....	804	190	82	218	546	54
Navy Classes.....	1				1	
Totals.....	1,596	361	227	504	961	82
QUEBEC						
R.C.A.F. Classes.....	2,135	748	172	757	1,216	131
Army Classes.....	1,330	223	89	274	982	30
Navy Classes.....	105	39	12	29	46	18
Totals.....	3,570	1,010	273	1,060	2,244	179
ONTARIO						
R.C.A.F. Classes.....	6,524	2,309	744	2,421	3,334	607
Army Classes.....	2,643	639	270	636	1,656	228
Navy Classes.....	2,123	695	227	672	1,400	225
Totals.....	11,290	3,643	1,241	3,729	6,890	1,060
MANITOBA						
R.C.A.F. Classes.....	1,582	435	237	501	1,020	158
Army Classes.....	489	127	57	151	324	29
Totals.....	2,071	562	294	652	1,344	187
SASKATCHEWAN						
R.C.A.F. Classes.....	2,414	707	218	768	1,507	155
Army Classes.....	558	125	83	171	387	37
Totals.....	2,972	832	301	939	1,894	192
ALBERTA						
R.C.A.F. Classes.....	2,049	744	162	779	1,067	85
Army Classes.....	807	169	101	192	494	78
Navy Classes.....	254	220		199	22	
Totals.....	3,110	1,133	263	1,170	1,583	163
BRITISH COLUMBIA						
R.C.A.F. Classes.....	2,149	734	201	798	1,210	113
Army Classes.....	1,842	361	216	389	1,113	184
Totals.....	3,991	1,095	417	1,187	2,323	297

ONTARIO													
Plant Schools.....	{men	3,305	742	310	674	1,922	303	156	27	57	7	496	42
	{women	2,230	585	399	550	1,446	329	30	23	2	1	250	69
Part-time Classes.....	{men	1,308	189	323	242	1,026	269	.....	1	.....	.....	39	.....
	{women	445	76	72	103	342	45	.....	.....	.....	.....	.....	.....
Total.....		7,348	1,593	1,104	1,569	4,736	946	186	51	59	8	785	111
MANITOBA													
Plant Schools.....	{men	.....	46	47	57	50	9	71	.....	.....	.....	95	27
	{women	273	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total.....		273	46	47	57	50	9	71	.....	.....	.....	95	27
BRITISH COLUMBIA													
Part-time Classes.....	{men	410	72	20	42	387	49	.....	.....	.....	.....	48	1
	{women	23	.....	28	25	28	28	.....	.....	.....	.....	.....	.....
Total.....		438	72	48	67	415	77	.....	.....	.....	.....	48	1

TABLE 4—TRAINING IN SCHOOLS, AGE AND SEX CLASSIFICATION OF NEW TRAINEES IN
PRE-EMPLOYMENT INDUSTRIAL CLASSES FROM APRIL 1, 1942, TO NOVEMBER 30, 1942
(Subject to Revision)

	Age 16 to 19		Age 20 to 29		Age 30 to 39		Age 40 to 49		Age 50 and over		Totals		Grand Totals New Trainees
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
Nova Scotia.....	37	23	115	19	107	9	20	.....	7	.....	286	51	337
New Brunswick.....	111	12	68	17	33	1	24	.....	3	.....	239	30	269
Quebec.....	2,319	234	804	365	553	141	275	50	46	2	3,997	792	4,789
Ontario.....	3,047	2,510	878	3,025	947	1,345	669	561	490	46	6,031	7,437	13,518
Manitoba.....	265	6	104	27	17	17	42	3	16	.....	346	53	400
Saskatchewan.....	84	242	131	336	66	53	38	21	35	.....	363	63	426
Alberta.....	44	47	93	297	79	56	48	4	35	1	299	405	704
British Columbia.....	202	765	141	1,174	176	166	154	3	79	.....	752	2,108	2,860
Totals.....	6,109	3,839	2,334	5,260	2,037	1,788	1,270	642	703	50	12,453	11,579	24,032

TABLE 5.—TRAINING IN SCHOOLS—AGE CLASSIFICATION OF VETERANS OF 1914-18 WAR AND DISCHARGED SOLDIERS OF PRESENT WAR ENROLLED IN PRE-EMPLOYMENT INDUSTRIAL CLASSES FROM APRIL 1, 1942, TO NOVEMBER 30, 1942, AND IN THE MONTH OF NOVEMBER, 1942

(Subject to Revision)

	Age 16 to 19		Age 20 to 29		Age 30 to 39		Age 40 to 49		Age 50 and over		Totals	
	From April 1/42 to Nov. 30 1942	In November	From April 1/42 to Nov. 30 1942	In November	From April 1/42 to Nov. 30 1942	In November	From April 1/42 to Nov. 30 1942	In November	From April 1/42 to Nov. 30 1942	In November	From April 1/42 to Nov. 30 1942	In November
Nova Scotia.....	1	.....	26	1	11	.....	7	.....	1	.....	46	1
New Brunswick.....	7	.....	41	.....	5	.....	5	.....	1	.....	59	.....
Quebec.....	11	3	160	28	34	4	12	.....	2	.....	219	35
Ontario.....	4	.....	46	8	9	2	37	4	32	3	128	17
Manitoba.....	3	.....	9	.....	11	.....	16	.....	5	.....	44	.....
Saskatchewan.....	6	1	44	15	16	3	13	1	10	2	89	22
Alberta.....	1	.....	17	1	3	.....	19	.....	11	.....	51	1
British Columbia.....	1	.....	20	2	.....	.....	52	1	40	2	118	5
Totals.....	34	4	363	55	94	9	161	6	102	7	754	81

RECENT REGULATIONS UNDER DOMINION AND PROVINCIAL LEGISLATION

Collective Bargaining—Selective Service Powers—Labour Supply Measures — Job Instructor Training — Seamen — Housing — Unemployment Insurance — Manitoba Electrical Standards — Quebec Stationary Engineers — Miners and Minimum Wages in Alberta and Quebec — Saskatchewan Teachers' Pensions.

THE right of employees of "Crown Companies" to join trade unions and to bargain with the employer through their unions has been established. The Director of National Selective Service has been given control over the Unemployment Insurance Commission. Recent labour supply measures include Orders establishing control over the employment of university science students, fixing wage rates on certain communication projects in British Columbia and Manitoba, authorizing special allowances for workers who will construct the synthetic rubber plant at Sarnia and establishing an Emergency Coal Production Board. An extension of the Job Instructor Training Program has been authorized. Relaxation of the Load-Line Rules for Canadian ships has been permitted in order to secure more cargo space, and additional regulations regarding life-saving appliances were issued. Steps have been taken to make more effective the enforcement

of discipline in manning pools and training centres for merchant seamen. A Committee to co-ordinate the work of the Government departments and agencies concerned with housing has been established. The occupation of life insurance agent has been declared non-insurable under the Unemployment Insurance Act.

In the provincial field, Alberta has revised its minimum wage Orders relating to women workers and has authorized the issue of emergency coal miners' certificates to meet the shortage of qualified miners. Manitoba has issued regulations regarding standards for electrical work and Quebec has amended its safety and electrical regulations for mines and quarries. Quebec has also renewed five minimum wage Orders and revised its regulations relating to stationary engineers. Saskatchewan has issued regulations for the administration of its Teachers' Superannuation Act, 1942.

Dominion

Collective Bargaining in Government-Controlled Plants

Persons employed by a "Crown Company" are declared by an Order in Council of December 1 (P.C. 10802) to have the right to join trade unions and to bargain with their employer through representatives employed by the company and chosen by the union to which belong the majority of the employees in the plant or plants or in any department of the plant or in any trade or craft employed in the plant. The representatives may be accompanied during the negotiations by other representatives of the union who are not employed by the company.

Disputes between such companies and their employees are brought within the scope of the Industrial Disputes Investigation Act but disputes concerning representation may be determined by the Minister who may refer them to an Industrial Disputes Inquiry Commission.

Dismissal of, or discrimination of any kind against a trade union member is forbidden, and also interference by the employer in the affairs of the union.

The text of this Order in Council is published elsewhere in this issue.

Control of Employment Service and Unemployment Insurance by Selective Service Director

The Director of Employment Service and Unemployment Insurance and the other officers and employees of the Unemployment Insurance Commission were brought under the Director of National Selective Service by an Order in Council of October 16 (P.C. 9466) passed under the War Measures Act and gazetted November 14. The Order also provides for the appointment of an Associate Director of National Selective Service—Civilian who will assist the Director in administering the National Selective Service Regulations (LABOUR GAZETTE, September, 1942, p. 1020) and in supervising the officers and staff of the Unemployment Insurance Commission.

Job Instructor Training Program

An extension of the Job Instructor Training Program (LABOUR GAZETTE, 1942, May and November, pp. 504, 1239), begun last spring to provide instructors to train supervisors in Canadian war plants, has been authorized by an Order in Council of October 23 (P.C. 22/9776) under the War Appropriation Act which allots a further sum for this project.

Labour Supply for Constructing Synthetic Rubber Plant

To secure labour for construction of the plant of the Government-owned Polymer Corporation which is to produce synthetic rubber, National Selective Service Officers have been authorized to arrange for the payment of prospective workers' travelling expenses to the site and for supplementary living allowances not exceeding \$5 a week to persons who must maintain two domiciles because of employment on the work. The Order in Council (P.C. 10088), passed November 10 under the War Measures Act, states that these payments are subject to such conditions as may be prescribed by the Director of National Selective Service. Payment of supplementary allowances of various kinds was authorized by the National Selective Service Regulations (LABOUR GAZETTE, September, 1942, p. 1020). Loggers in the Queen Charlotte Islands were granted supplementary living allowances by an earlier Order (LABOUR GAZETTE, October, 1942, p. 1173).

Emergency Coal Production Board

To stimulate the production of coal an Emergency Coal Production Board has been set up under the Minister of Finance by an Order in Council of November 23 (P.C. 10674). See p. 1404 of this issue.

A subsequent Order in Council (P.C. 10726, November 24) authorized Canadian Collieries (Dunsmuir) Ltd., operating mines at Nanaimo and Cumberland on Vancouver Island to pay the wage rates specified in Wage Agreement Supplement No. 7 conditionally agreed upon by the Company and its employees on November 16. The Emergency Coal Production Board was directed to investigate conditions of coal production in the area, advise as to the desirability of continuing operation of these mines, adopt measures for stimulating production, examine the financial ability of the Company to pay the increased wages and recommend what financial assistance, if any, should be granted to the Company by the Government.

British Columbia and Manitoba Communication Projects

Wage rates of contractors extending communication systems under the direction of the Department of National Defence for Air in British Columbia and the United States Army Signal Corps in Manitoba have been fixed for certain occupational classifications by Orders in Council of August 5 and November 6 (P.C. 1/6956 and 9899) passed under the War Measures Act. This step was considered necessary "in the interest of industrial peace and the early completion of the project". Con-

tractors undertaking work on these projects in either province must pay the following hourly rates: groundmen, 60 cents; linemen (second class), 75 cents; linemen (first class), 90 cents; cooks and truck drivers, 65 cents. Time and one-half is to be paid for all hours over 44 a week. Foremen are to receive \$190 a month plus board and supervisors, \$220 a month with board.

If an employer was paying higher basic rates on November 15, 1941, or was subsequently authorized by a War Labour Board to pay higher rates, he is not to reduce his rates. If his rates are lower, however, he may increase them in conformity with this Order, but only for the duration of his contract for these projects.

Life-Saving Appliances for Seamen

Three sets of "Additional Regulations" prescribing special measures for the protection of crews and passengers on merchant ships in wartime were issued on May 26, July 6 and July 31, 1942, under authority of an Order in Council of May 4 (P.C. 3638) (LABOUR GAZETTE, August, 1942, p. 925). Additional Regulations No. 1 of May 26 were supplementary to regulations passed in 1937 under the Canada Shipping Act and related to life-saving appliances. They in turn have been supplemented by Additional Regulations No. 4 issued November 17, 1942.

The new regulations were made in order that Canadian legislation on this subject might be brought, as far as feasible, into line with the terms of a resolution adopted by the Joint Maritime Commission of the International Labour Organization at its meeting in London on June 26 to 30 (LABOUR GAZETTE, August, 1942, p. 882). Like the Additional Regulations No. 1, they apply to all ships of Canadian registry of more than 500 tons gross tonnage which are engaged in foreign or home-trade voyages except coastal trade.

All these ships must carry one or two life-boats in addition to those already required and two of the life-boats must be approved motor life-boats with fuel for a voyage at full power of at least 160 miles. A minimum size is specified for life-boats in all new ships and additional requirements are made for davits and life-lines and for emergency life-rafts. There are also additional requirements regarding the equipment to be carried on life-boats and life-rafts. Ships which lack stowage space for all the emergency life-rafts required by the No. 1 Regulations may carry approved buoyant apparatus, the equipment for which is set out. There are also special requirements for oil tankers to protect the crew and the life-saving equipment in case of fire.

Load-Line Rules for Canadian Ships

To secure more cargo space, deeper loading of ships of Canadian registry than is authorized by Load-Line Rules issued under the Canada Shipping Act in 1937 has been permitted by four Orders in Council under the War Measures Act.

The Load-Line Rules of December 18, 1937, which apply to home-trade and foreign-going ships not operating on lakes or rivers are based on an International Load Line Convention which was adopted in 1930 by 30 countries, and to which Canada is a signatory. By an Order in Council of October 8, 1941 (P.C. 7816) Canadian ships subject to the Convention may now be loaded to limits specified in the Order but their load-line certificates must be endorsed by the authority issuing such certificates to indicate the extent to which the international standards have been modified, and the authority may require necessary structural alterations. The Order also makes a declaration that ships of any other country signatory to the Convention bearing similarly endorsed load-line certificates will receive the same treatment as regards deeper loading in Canadian ports as Canadian ships receive in that country's ports. The United Kingdom which is depository for the Convention suggested that Canada make a declaration of this nature and has itself taken similar action and authorized deeper loading. The Order in Council is not applicable to ships operating in specified zones in certain seasons, to those marked with timber load-lines and carrying timber deck cargoes in accordance with the Timber Cargo Regulations of May 5, 1937, or to those operating in certain zones and not more than 330 feet in length. The Order was put into effect for a trial period expiring August 31, 1942, but when the Chairman of the Board of Steamship Inspection for the Dominion Government reported that no ill effects to ships or crew had resulted from the relaxation of standards it was extended for the duration of the war by an Order in Council of September 5, 1942 (P.C. 7991).

Two other Orders in Council were designed to relieve the wartime pressure on Great Lakes shipping. An Order of July 24, 1941 (P.C. 5581) relaxed special Load-Line Rules issued August 6, 1937, for ships operating on lakes and rivers to permit them to load below the summer load-line from May 16 to September 15. The depth to which they may be loaded is to be determined by the authorities issuing load-line certificates which must be marked to indicate the extent to which the Rules have been modified and are subject to cancellation by the Minister of Transport at any time. A subsequent Order (P.C. 2243, March 23, 1942),

passed after consultation with United States authorities who agreed to take similar action in regard to American ships, extended the summer season by one month for Upper Lake Ships not able to navigate the St. Lawrence River locks, so that deeper loading was permitted between May 1 and September 30.

Merchant Seamen Discipline Regulations

Manning pools and training schools or centres for merchant seamen have been set up under Orders in Council of May 19 and November 22, 1941 (LABOUR GAZETTE, 1941, p. 957; July, 1942, p. 795). It has been found that, while the majority of the seamen in these manning pools and training centres are law-abiding, there are occasional instances of misconduct, drunkenness and disorder, and that it is difficult for the officers in charge to enforce discipline when they lack authority to impose penalties for minor offences. The Merchant Seamen Discipline Regulations, 1942, were therefore established by an Order in Council of November 26 (P.C. 10727) passed under the War Measures Act. They set forth the fines or other deductions, from wages which may be imposed as penalties for certain specified minor offences. The Regional Director of the manning pool or the Commandant of the training school or centre is responsible for the enforcement of the regulations. Whenever a complaint is made or when, without a complaint being made, he believes that disciplinary action is necessary, he will investigate the case and impose any penalty which is justified and authorized. A record will be kept of every penalty imposed and a copy of the record will be forwarded to the Director of Merchant Seamen on the day on which the penalty was imposed. These regulations do not in any way supersede any Dominion, Provincial or municipal law.

Housing Co-ordination Committee

This Committee, the constitution and powers of which are summarized elsewhere in this issue, was established by an Order in Council of November 26 under the War Measures Act (P.C. 10797) to co-ordinate the activities of the various departments and agencies of the Government concerned with matters relating to housing and the use of building materials.

Unemployment Insurance Act

Life insurance agents have been exempted from the coverage of the Act by a regulation gazetted November 21 amending the Unemployment Insurance Regulations regarding contributions (LABOUR GAZETTE, 1941, p. 633). See p. 1443 of this issue.

Provincial

Alberta Minimum Wage Act

Alberta has revised all its minimum wage Orders for women workers by Orders gazetted and effective November 30. The rates remain at \$14 a week for women employed in offices, theatres, hairdressing establishments, telephone exchanges, garages and gasoline stations and as elevator operators; and at \$12.50 for women in factories, hotels and restaurants, laundries, dyeing and dry cleaning establishments, shops and greenhouses. Women working in hotel dining rooms which are open for not more than five hours daily in centres of 600 population or less receive a minimum of \$10 a week and women in canneries are to be paid hourly rates ranging from 25 to 35 cents. The only change in rates is the raising of the hourly rate for part-time workers in offices, hairdressing establishments, garages and gasoline stations and for those operating elevators from 30 to 35 cents.

All Orders now specify that the weekly minimum rate is to be paid for a week of six days. Formerly the Orders for hotels and restaurants, greenhouses and offices did not specify the length of the week. Time-and-a-half is now uniformly required for all hours in excess of nine a day and 48 a week. The Hours of Work Act limits hours to eight a day and 48 a week for all employed women, but in certain cases nine hours may be worked in a day without special permit if the weekly total does not exceed 48 hours. The earlier Orders relating to factories, laundries, dyeing and cleaning establishments, theatres, hairdressing establishments, garages and gasoline stations, elevator operators and shops required payment of the regular rate for the first hour of overtime on any day if weekly hours did not exceed 48, but called for time-and-a-half for all other overtime.

The provisions in the earlier Orders governing factories, shops, hairdressing establishments and laundries, dyeing and cleaning establishments, which permitted deductions from the minimum wages of regular employees who worked less than 48 hours a week have been omitted. As before, persons employed by the hour or day are to be paid at not less than specified hourly rates and must be paid for a minimum of four hours on any day they work. Provisions new to some Orders stipulate that not more than 25 per cent of the women workers in any establishment covered by the Orders may be employed at learners' rates unless there are less than four employees in which case one may be paid the lower rate. This clause has been inserted in all Orders even if learners' rates are not prescribed.

The following Orders contain changes additional to those indicated in the general summary:—

Order 1, factories, which replaces a 1937 Order (LABOUR GAZETTE, 1938, pp. 36, 622). The rates for apprentices in bookbinding, embossing, engraving and printing establishments have been brought into line with rates for all other types of apprentices covered by the Order except those in the millinery industry. Instead of beginning at \$7 a week and receiving a \$2 increase every six months, they now start at \$6 and receive the \$2 raise every four months. Their learning period has also been reduced from 18 to 12 months. In the case of apprentices in dressmaking, tailoring, fur-sewing and milliners' establishments the first month of employment must now be paid for at the appropriate rate. Previously no rate was fixed for the first month.

Order 7, offices, which replaces a 1941 Order (LABOUR GAZETTE, 1941, p. 556). Its coverage has been extended to telephone operators handling private business switchboards.

Order 14, canneries, which replaces an order of last March (LABOUR GAZETTE, July, 1942, p. 797). The learning period during which lower rates may be paid has been cut from two weeks to one and all workers with a week's experience, instead of a month as before, are entitled to full rates. Under the former Order part-time workers were to be paid at the rate applicable to their job but not less than 32 cents which is the lowest rate for experienced workers. The new Order omits this specific minimum for part-time workers but declares they are to be paid the rate applicable to their job and experience.

There are no alterations in the following Orders additional to the changes indicated in the general summary above:—

Order 2, laundries, dyeing and cleaning establishments; Order 4, hairdressing establishments; Order 5, theatres and other places of amusement; Order 6, garages, gasoline stations, and freight and passenger elevators; Order 8, retail and wholesale shops and mail order houses. These all replace 1937 Orders (LABOUR GAZETTE, 1938, pp. 36, 622).

Orders 3 and 3A, hotel and restaurant industry, which replace 1941 Orders (LABOUR GAZETTE, 1941, p. 555). Order 3A applies to hotels in towns and villages of 600 population or less if the dining rooms of such hotels are not open for more than five hours daily; Order 3 covers all other hotels and restaurants.

Order 9, public commercial telephone exchanges and branch exchanges, which replaces a 1938 Order (LABOUR GAZETTE, 1938, p. 1093).

Order 12, greenhouses, which replaces an Order of last March (LABOUR GAZETTE, July, 1942, p. 797).

Order 10 amended several of the revoked Orders in regard to rates for women employed by the hour or day and deductions for regular workers whose work-week is less than 48 hours. It, presumably, is no longer in effect. Order 11 relates to deductions for board and lodging and applies to all women covered by minimum wage Orders. Its provisions were written into Orders 3 and 3A concerning hotels and restaurants.

Alberta Mines Act

To meet the shortage of coal-miners, the Alberta Government, by Order in Council effective November 18 and gazetted November 30, has suspended the sections of its Mines Act relating to Miners' Certificates and authorized the Chief Inspector of Mines, on the recommendation of a District Inspector, to issue emergency coal-miners' certificates. The Chief Inspector must be satisfied before granting a certificate that this step will not endanger the safety of the mine or of the persons working in it. The certificates will authorize the holder to take charge of a working face or to be employed as a coal-miner under the supervision of another miner or to do such works as the inspector designates. Certificates must specify the type of work which the holder is authorized to do and the mine and district in which he may work. Holders of the certificates may not transfer to other mines without the permission of the Chief Inspector. A fee of \$1 must accompany applications for emergency certificates which will expire March 31, 1943, but may be extended; they may also, without notice, be recalled or cancelled by an inspector in writing. Application of this regulation is limited to certain districts listed in the Order.

Manitoba Electricians' Licence Act

Under an Order in Council gazetted November 7 all electrical installations and repairs to which this Act applies must conform to the standards laid down by the Canadian Engineering Standards Association in the Canadian Electrical Code, Part I (Third Edition). A 1942 amendment in the Act gave the Lieutenant-Governor in Council power to make regulations regarding standards of electrical work. Previously regulations could only be made concerning licences and inspection. In 1932 the standards of the Code (second edition) had been adopted for all work to which regulations under the Electricians' Licence Act, the Fires Prevention Act and the Manitoba Power Commission Act applied.

Exempt from the Electricians' Licence Act and consequently from the Order is all electrical work carried on by public service corporations and municipal departments engaged in generating and distributing power in plants to which the public is not admitted, or engaged in operating railway transport systems. These bodies appoint their own electrical inspectors. Contractors for other electrical work must, before the work is completed, submit an application for inspection accompanied by the prescribed fee to the Department of Labour. Electrical service or power may be furnished before the inspection is made, if the company furnishing the power has been provided with a duplicate copy of the application for inspection as a temporary connection permit and is satisfied that the electrical installation or repairs have been properly done and do not constitute a hazard to persons or property.

Contractors undertaking electrical work for any public building such as a hotel, hospital, church, theatre, hall, etc., with a floor area of 1,200 square feet or more may not begin work before they have submitted to the Department detailed plans and have obtained the Department's approval.

Electrical inspectors may enter any building to inspect or test electrical equipment at all reasonable times. Inspection fees for different kinds of jobs are prescribed in the regulations. The Minister may waive compliance with any provision of the Code if undue hardship seems likely to result and the exemption does not create a hazard to persons or property. If local by-laws establish standards which the Minister considers are substantially the same as those in the Code, he may exempt the particular area from the regulations. The regulations and Electricians' Licence Act prevail over any conflicting provisions in the Code.

Quebec Minimum Wage Act

The following minimum wage Orders were renewed till January 1, 1944, by notices gazetted November 28: Order 7, Revised, shoe counter industry (LABOUR GAZETTE, 1938, p. 1350); Order 31, tailors and dressmakers in Quebec City (LABOUR GAZETTE, 1939 p. 1232); Order 32, mattress and upholstering industry in Quebec City, Levis and Quebec West (LABOUR GAZETTE, 1939, p. 1232); Order 34, ice industry and trading in Quebec City and District (LABOUR GAZETTE, 1939, p. 1233); and Order 36, foundries in Hull (LABOUR GAZETTE, 1940, p. 22).

Quebec Mining Act

The regulations governing the use of electricity in mines and quarries and those relating to safety and sanitary conditions (LABOUR

GAZETTE, 1930, p. 683; 1940, p. 23) have been amended by an Order in Council and its amendment gazetted November 21.

In the safety regulations the section on the procedure and equipment for firing explosives by electrical current has been changed, and all persons employed underground are now required to wear protective hats. The provisions of the electricity regulations relating to lightning arresters, secondary circuits of current transformers and portable electrical equipment have been altered and the definitions section repealed. In future all electrical equipment used in or about mines and quarries must be of a standard approved by the Canadian Engineering Standards Association instead of the Ontario Hydro-Electric Power Commission or the Chicago Underwriters' Laboratories as before. A new section has been added regarding the provision of ground detectors when electrical energy in excess of 300 volts is taken underground.

Quebec Stationary Enginemen's Act

Under the Stationary Enginemen's Act, 1942, (LABOUR GAZETTE, July, 1942, p. 804), revised regulations were gazetted November 14 replacing those issued in 1936 (LABOUR GAZETTE, 1936, p. 550). The fees for examinations and for renewals of certificates are unchanged and only minor details of the sections on examination procedure and the validity of certificates were altered. Several new classes of certificates have been established and the qualifications for some certificates have been changed.

In addition to the inspectors' certificates and first, second, third and fourth-class stationary enginemen's certificates now available, new certificates have been established for operators of portable steam machines, refrigerating machines and Diesel engines and for stationary engineers in sawmills and butter or cheese factories. Formerly, the holders of all classes of stationary enginemen's certificates were permitted to operate refrigerating machines after passing a special examination and no special certificate was issued. The new certificates for operators of refrigerating machines are divided into four grades for plants of different capacities (in tons of refrigeration) and four more grades are established for refrigerating machines not driven by steam. Examination and renewal fees for the new certificates are the same as for the special certificates which were issued under the earlier regulations for all types of equipment not covered by the ordinary certificates: \$2 for the examination and \$1 for renewal of the certificate.

As before two stationary enginemen's certificates of each class are issued, one for "A" in-

stallations and another for "AB" installations. The new regulations define "A" installations as steam boilers, steam reciprocating pumps, belt-driven pumps, automatic stokers, pulverized coal burners, blowers, compressors not driven by steam power and control apparatus. An "AB" installation includes steam boilers, steam engines and steam turbines. Holders of each class of stationary enginemen's certificates may now operate steam engines of greater motor horse-power than previously and all certificates now qualify the holder to take charge of electric boiler plants as well as steam boiler plants.

In regard to qualifications, the minimum age for fourth-class certificates has been reduced from 21 to 20 and the learning period for third- and fourth-class certificates from 24 to 18 months. The minimum age for candidates for the new refrigerating and portable machine and Diesel engine certificates is 18, and for the sawmill and dairy certificates, 20. No learning period is required for the Diesel engine, sawmill and dairy certificates; but for refrigerating machine operators it is 24 months for the first certificate and 6 months for promotion from one grade to the next. It is 18 months for portable machine operators.

New provisions stipulate that the board of examiners may reduce the apprenticeship period required for each class of certificate for persons who have taken technical school courses or are otherwise specially qualified. The Board may also authorize a stationary engineer to replace a man with a higher certificate for not more than 30 days. Stationary engineers may not leave the engine room for more than 15 minutes unless replaced by a man with a certificate not more than one degree below the grade required for the type of plant.

Saskatchewan Teachers' Superannuation Act

Administrative regulations under the new Teachers' Superannuation Act of 1942 were gazetted November 30. They clarify the application of the Act, indicate the method of applying for superannuation allowances and define a number of terms in the Act. The procedure to be followed by the Teachers' Superannuation Commission provided for by the Act, and the duties of the Commission Secretary are also outlined. The status of superannuated teachers who accept employment is clarified. The regulations rule that the annuity part of the superannuation allowance is to be computed according to Canadian Government Annuity Tables and the service pension part according to the Tables of Equivalent Values given in a schedule to the regulations.

FIFTH ANNUAL CONVENTION OF THE CONGRESS OF INDUSTRIAL ORGANIZATIONS

Resolutions Pledge Support of War Effort and Call for Total Mobilization of Material and Man-power Resources

DELEGATES to the Fifth Convention of the Congress of Industrial Organizations, held in Boston from November 9 to 13, pledged "complete and active support of the war effort," and called for "total mobilization of all material and man-power resources against the enemies of democracy."

Gains in membership during the year were reported by the Organization Department, also many new contracts signed by affiliated unions.

President Philip Murray's Report

In his opening address, Philip Murray, President of the CIO, stressed the importance to the war effort of the production front.

"Your job," he told the delegates, "is to win this war by producing all of the materials essential to the winning of the war."

He reaffirmed CIO demands for full labour representation on all war agencies, declaring: "This is a people's war. To win it, we need the energy and skill of all our people in the nation's service."

"Labour in America knows the problems and stakes that are involved. Labour knows production. It knows organization. It knows the steps that are necessary to victory."

"To ignore labour in planning and in administering the policies of the war program is to leave untapped a vast national resource—the people."

Mr. Murray declared his confidence in President Roosevelt and in the leaders of the other United Nations.

"We call upon our Commander-in-Chief," he said, "to make any demand and any request of labour, and we pledge ourselves to give everything we can in fighting men, in production, in money and in patriotism to enable the United Nations to grasp the offensive and smash forward to an immediate military destruction of the fascist Axis." (This statement was later embodied in a resolution passed by the Congress.)

Message from President Roosevelt

A letter from President Roosevelt expressed thanks for an invitation to speak at the convention.

President Roosevelt declared that his recent visit to industrial areas throughout the country had given him an encouraging picture of

the way labour was fulfilling its part in winning the war. Thanking members of the CIO for their efforts, he further stated:

"I count on the members of your Organization to help in carrying out all the programs that are necessary for our national effort, and particularly those programs that have to do with preventing inflation, with sharing our customary good living with others, in order that the world may be safe for liberty and human betterment."

"In particular, I expect your members to help in carrying out the spirit of the Executive Order that deals with wage stabilization, with rationing, with price controls, and with other economic measures for the domestic security, as well as the pursuit of the war. I am sure that this co-operation will be forthcoming generously."

The convention was addressed by Mr. Bryn Roberts representing the British Trades Union Congress, the first British trade union officer to address a CIO convention. Mr. Roberts commented on the Anglo-Russian Joint Committee which, he said, was doing much to establish real co-operation between the two nations. "With the principles of our movement guiding us," he declared, "it is not too much to expect that such a committee, now limited to the Russians and ourselves, will without undue delay embrace the workers of all the other democratic countries."

Among other speakers to address the convention was Mr. A. R. Mosher, President of the Canadian Congress of Labour. Mr. Mosher said in part: "After the war is won . . . it will be in the interests of the workers of Canada and the United States and of the Canadian and American people that there be the utmost co-operation between the labour movements in our two countries, and we may furthermore set an example to the rest of the world, which may have far-reaching consequences in strengthening the foundations of peace. . . ."

"The winning of the war must naturally take first place in our minds. I know that you agree with your fellow-workers of Canada that industrial disputes should be avoided during wartime, and that nothing should be permitted to interfere with the production of war materials for our armed forces. What we may sacrifice now in the way of privileges we shall be able to regain in much greater

measure after the war is won, if we are able to show that we can exercise the self-restraint, the discipline, the courage which make such sacrifices possible."

Resolution Concerning War Mobilization

Stating that victory requires the fullest use of raw materials, farmlands, industrial facilities, and human resources, and that total mobilization of resources has not yet been reached, a resolution was passed by the Convention containing the following recommendations:

National mobilization demands a nationwide planning and utilization of all the material and man-power resources of the nation. Such a national mobilization requires a centralized administrative control of all of the resources and economic policies of the nation. . . . A single administrative body should be established incorporating the activities of war supply, war man-power and of economic stabilization.

Under such total war mobilization, all of the production facilities will be utilized on the basis of what is best for the nation. Centralized planning and control can determine the apportionment of facilities and materials between the military forces and our civilian needs. There can be no hindrance of such mobilization because of any profit or price problem or because of any fears of post-war difficulties. . . . Total mobilization cannot operate or be organized except through the direct and fullest participation of labour—not through any advisory committee but with labour given the highest responsibility in the formulation and execution of all the policies and activities.

Other Resolutions

The following resolutions were among those also adopted by CIO delegates:

That the CIO and its affiliated unions shall immediately seek to have organized a labour-management production committee in each war plant throughout the nation; that the government compel employers, when necessary, to participate and co-operate in the formulation of such committees.

That the prices of goods and commodities be adjusted and maintained at a level low enough to stabilize the cost of living and to bring and keep the necessities of life within the reach of all the people.

That an immediate program be invoked to assure an overall rationing of foods and other necessities.

That wages continue to be stabilized but not frozen; that wage adjustments must continue to be made to eliminate sub-standard conditions and all outstanding inequalities and discriminatory practices.

Expressing support and confidence in the committees representing the CIO and AFL to bring forward a fair and equitable program for the establishment of a unified labour movement dedicated to the winning of the war and the promotion of the basic and democratic interests of the working men and women of America.

That the CIO continue to take all necessary steps to establish international labour co-operation with direct participation by the British and Soviet unions, the AFL, the CIO and Railway Labour, and the unions of the other United Nations, including our Latin-American allies.

Paying tribute to the courage and heroism of men in the armed forces, and pledging that "as soldiers of the home front we shall continue to provide an avalanche of materials of war to our armed forces so that they, with the armed forces of our United Nations may successfully terminate this war as quickly as possible."

Expressing opposition to any form of racial discrimination, and determination to carry on the fight for protection in law and in fact of the rights of every racial and religious group to participate fully in social, political and industrial life.

Expressing determination to continue to expand the organization of the unorganized in war industries.

That child care centres be established in all communities in order to permit women with children to accept war jobs.

That all discrimination against the employment of women be stopped; that women receive equal pay for equal work.

That unions devote special study to the problem of women workers and make full use of the qualities of initiative and leadership that they can bring to the CIO.

Calling upon the government information agencies responsible for the direct job of building morale and national unity to "undertake a vigorous educational drive to spread understanding of the nature of the war and of our enemies, based on the fundamental aims outlined by President Roosevelt and other United Nations leaders;" and undertaking "through our own unions and all other means of communication we have to aid government agencies in carrying out this necessary task, to the end that all people may understand the full nature of our war against fascist aggression and through that understanding fight with greater strength and determination than before."

Election of Officers

At the close of the convention, Philip Murray was re-elected to a third term as president of the CIO. James B. Carey was re-elected for the fifth time as secretary, his title being extended to that of secretary-treasurer.

Elected as vice-presidents were: Joseph Curran, National Maritime Union; S. H. Dalrymple, United Rubber Workers; Emil Rieve, Textile Workers Union; Reid Robinson, Mine, Mill & Smelter Workers Union; Frank Rosenblum, Amalgamated Clothing Workers; R. J. Thomas, United Automobile, Aircraft & Agricultural Implement Workers; Albert J. Fitzgerald, United Electrical, Radio & Machine Workers; Allan S. Haywood, CIO director of organization; John Green, Industrial Union of Marine & Shipbuilding Workers.

ACTIVITIES OF THE UNEMPLOYMENT INSURANCE COMMISSION

Progress of Insurance Registration at December 1, 1942—Amendment to Unemployment Insurance Regulations—Claims for Benefit—Report of Employment and Selective Service Offices for October—Employment Conditions at the End of November

REPORTS from Local Offices of the Unemployment Insurance Commission showed that at December 1, 1942, 162,174 employers' establishments and 3,466,693 persons were registered. Of the persons registered, 2,743,732 were insurable and 722,961 were uninsurable.

The insurable group consisted of insurable employees of registered firms and unemployed persons whose last employment was insurable. The other group of persons registered included employees of registered firms not coming within the coverage of the Act, and partners and proprietors of these firms. Also forming a part of this group were persons unemployed at date of registration whose last employment was uninsurable, and women between the ages of twenty and twenty-four not engaged in insurable employment at the time of the recent registration.

Amendment to Unemployment Insurance Regulations

Life insurance agents have been exempted from the coverage of the Act by a regulation gazetted November 21 amending the Unemployment Insurance Regulations regarding contributions (LABOUR GAZETTE, June, 1941, page 633). Formerly, such a worker was subject to the Act unless he was mainly dependent for his livelihood on his earnings from some other non-insurable occupation or was employed by several employers and not mainly dependent on any one of them for his livelihood. The term 'life insurance agent' is defined as including "a person who, for compensation, solicits contracts of life insurance on behalf of any insurer or transmits, for a person other than himself, an application for or a contract of life insurance to or from such an insurer or offers or acts or assumes to act in the nego-

tiation of such contracts, but does not include any officers or salaried employees of an insurer, except in respect of commissions or salaries in lieu of commissions received by such officers or employees for acting as a life insurance agent as herein defined."

Claims for Benefit

The amount paid in claims for unemployment insurance benefit during the period from February 1 to October 31, 1942, was \$287,483. In this period 20,055 claims were received for adjudication at the nine insurance offices of the Commission of which 14,806 claims were allowed, 4,121 claims were not allowed, with 1,128 claims pending.

An analysis of the 4,121 claims not allowed by Insurance Officers reveals the following reasons for non-allowance: 1,528 claims under Section 28 (i) with insufficient contributions; 122 claims under Section 28 (ii) in which 69 applications were not made in the prescribed manner, and 53 of the claimants were not unemployed; 85 claims under Section 28 (iii) in which 52 claimants were not capable of work and 33 claimants were not available for work; 29 claims under Section 43 (a) for loss of work due to a labour dispute; 34 claims under Section 43 (b) (i) for refusal of an offer of work; 30 claims under Section 43 (b) (ii) for neglect of opportunity to work; 1 claim under Section 43 (b) (iii) for failure to carry out written directions; 2,271 claims under Section 43 (c) in which 483 were disqualified because they were discharged due to their own misconduct, and 1,788 were disqualified for voluntarily leaving without just cause; 3 under Section 43 (d) for being under 16 years of age; 2 under Section 43 (e) for being inmates of prison, etc.; 16 under Section 43 (f) for being in class "O" contributions.

SUMMARY OF INSURANCE REGISTRATION AT DECEMBER 1, 1942

Region	Employers Establishments Registered	Insurable Persons Registered	Other Persons Registered	Total Persons Registered (Insurable and Others)
MARITIMES.....	11,863	207,633	64,651	272,184
QUEBEC.....	44,596	841,208	189,993	1,031,201
ONTARIO.....	62,155	1,059,832	253,494	1,343,326
PRAIRIES.....	30,215	369,516	145,142	514,658
PACIFIC.....	13,345	235,543	69,681	305,224
Total for Canada.....	162,174	2,743,732	722,961	3,466,693

UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND
STATEMENT OF REVENUE AND EXPENDITURES FOR THE SIXTEEN MONTHS ENDED OCTOBER 31, 1942

Month	REVENUE CONTRIBUTIONS (Gross, less refunds)					Interest	Monthly Total	Cumulative Total	EXPENDITURES BENEFITS		Balance
	Stamps	Meter	Bulk	Misc.	Total and oe				Monthly Total	Cumulative Total	
1941											
July.....	2,280,385 85	243,361 02	233,692 05		2,757,438 92	551,487 78	3,308,926 70	3,308,926 70			3,308,926 70
August.....	2,737,427 38	396,494 82	784,753 00		3,918,674 20	783,734 84	4,702,409 04	8,011,335 74			8,011,335 74
September.....	2,592,678 31	808,930 87	706,740 36		4,108,349 54	839,689 91	5,054,519 45	13,065,855 19			13,065,855 19
October.....	2,609,832 24	1,004,855 78	952,191 25	18 30	4,567,047 57	913,409 51	5,490,457 08	18,546,332 27			18,546,312 27
November.....	2,504,849 23	890,900 46	830,514 90		4,226,264 59	845,252 92	5,071,517 51	23,617,829 78			23,617,829 78
December.....	2,232,832 21	895,820 39	790,301 59	25 87	3,919,030 06	783,806 01	4,864,056 07	28,481,885 85			28,481,885 85
1942											
January.....	2,448,375 99	990,430 45	744,351 03	34 20	4,183,191 67	830,638 33	4,983,830 00	33,465,715 85			33,465,715 85
February.....	2,190,122 75	864,815 30	779,327 55	70 05	3,834,335 65	766,867 13	4,657,182 78	38,122,898 63	983 09	983 09	18,121,915 54
March.....	2,838,891 10	1,143,449 39	878,355 74	580 62	4,861,276 85	972,255 37	5,876,342 22	43,998,240 85	26,769 83	27,752 92	43,970,487 93
April.....	2,447,095 56	1,095,909 60	933,515 18	2,126 96	4,479,247 30	895,849 46	5,511,076 76	49,509,317 61	41,554 26	69,307 18	49,440,010 43
May.....	2,242,987 49	1,026,031 54	965,957 74	2,938 54	4,237,915 31	847,553 06	5,350 00	54,100,165 98	52,190 56	121,497 74	54,488,668 24
June.....	2,405,184 25	1,098,489 24	993,631 89	7,462 61	4,504,767 99	900,933 60	5,566,941 59	60,177,107 57	39,524 81	161,022 55	60,016,085 02
July.....	2,550,546 70	1,143,940 78	1,074,712 97	7,536 33	4,776,735 78	955,347 16	5,732,082 94	65,909,190 51	35,529 00	196,551 55	65,712,638 96
August.....	2,519,547 02	1,110,106 43	1,122,596 87	13,239 61	4,765,489 93	953,097 99	5,769,732 92	71,698,923 43	39,248 98	235,800 53	71,463,122 90
September.....	2,539,125 52	1,139,593 19	1,109,175 15	10,968 83	4,798,867 09	959,773 54	5,963,851 23	77,662,774 66	26,374 25	262,174 78	77,400,599 88
October.....	2,699,692 10	1,210,507 74	1,166,549 91	22,354 98	5,099,104 73	1,019,820 94	6,434,813 17	84,097,587 83	25,308 67	287,483 45	83,810,104 38
TOTAL.....	39,840,372 70	15,033,642 00	14,156,366 18	67,356 90	69,097,737 78	13,819,547 55	84,097,587 83	84,097,587 83	287,483 45	287,483 45	83,810,104 38

The Interest column represents the interest received on the due dates of the various Government bonds and includes accrued interest at the time of purchase. This figure does not include the accrued interest earned to October 31st.

Appeals and References

During the period from February 1 to October 31, 1942, there were 329 references and 25 appeals made by claimants, to Courts of Referees. In addition there were 8 refer-

ences by Insurance Officers to Courts of Referees. Of the 362 references and appeals, 269 were heard, 57 have not yet been heard, and 36 were withdrawn. The Courts of Referees disallowed 222 claims and allowed 47.

REPORT ON CLAIMS RECEIVED FOR ADJUDICATION, PERIOD FEBRUARY 1 TO OCTOBER 31, 19

Insurance Offices	Claims received at Local Offices	Claims received at Insurance Offices for Adjudication	Disposal of Claims		
			Allowed	Not Allowed	Pending
Moncton.....	4,238	4,103	3,636	437	30
Montreal.....	6,991	6,478	3,851	1,693	934
Toronto.....	3,791	3,487	2,374	1,021	92
London.....	788	648	544	100	4
North Bay.....	691	670	568	99	3
Winnipeg.....	2,285	1,997	1,577	392	28
Saskatoon.....	706	663	548	108	7
Edmonton.....	1,097	913	782	120	11
Vancouver.....	1,242	1,096	926	151	19
Total.....	21,829	20,055	14,806	4,121	1,128

Appeals to Umpire

Two claimants have sought permission from the Chairmen of the Courts of Referees to appeal to the Umpire under Section 58 (c)

(ii). One request to appeal was refused while the other was granted. The appeal from the decision of the Courts of Referees by this claimant was made and the Umpire upheld the decision of the Court.

REFERENCES AND APPEALS TO COURTS OF REFEREES, PERIOD FEBRUARY 1 TO OCTOBER 31, 1942

Districts	REQUESTS FROM CLAIMANTS		References by Insurance Officers	Total References and Appeals	Not yet Heard	Withdrawn	Heard	COURT'S DECISIONS	
	References	Appeals						Allowed	Disallowed
Moncton.....	1	1	3	5	3	1	1	15	1
Montreal.....	120	12	4	136	40	7	89	19	74
Toronto.....	108	7	.....	115	10	14	91	1	72
London.....	7	.....	.....	7	.....	4	3	1	2
North Bay.....	11	.....	.....	11	.....	1	10	6	9
Winnipeg.....	50	1	.....	51	2	6	43	.....	37
Saskatoon.....	6	2	.....	8	.....	.....	8	4	8
Edmonton.....	5	2	1	8	.....	1	7	1	3
Vancouver.....	21	.....	.....	21	2	2	17	.....	16
Total.....	329	25	8	362	57	36	269	47	222

Report of Employment and Selective Service Offices for October, 1942

During the month of October, 1942, reports received from Employment and Selective Service Offices showed an increase in daily placements of 66 per cent when a comparison was made with the report for September, 1942, and of nearly 332 per cent when compared with the corresponding month a year ago. All industrial groups registered increases over September, 1942, the gain in manufacturing being most noteworthy with substantial advances in services, construction, agriculture, trade and logging. When a comparison was made with October, 1941, marked advances in placements were revealed in all industrial

divisions, the gain in manufacturing being exceptionally large. Outstanding expansions were noted in trade, construction and important additions in transportation, agriculture, services and logging.

The accompanying chart shows the trend of employment since January, 1940, as represented by the ratios of vacancies notified and of placements effected for each 100 applications for work registered each month at the Employment and Selective Service Offices throughout Canada. It will be seen from the graph that the trend of the curve of vacancies in relation to applications was slightly down-

ward, while that of placements was decidedly upward, the ratio of vacancies to each 100 applications being 107.3, during October, in contrast with 108.9 in September and 70.1 during the corresponding period of 1941. The ratio of placements to each 100 applications during the period under review was 63.8 compared with 46.4 for September, 1942, and 66.7 during the corresponding month in 1941.

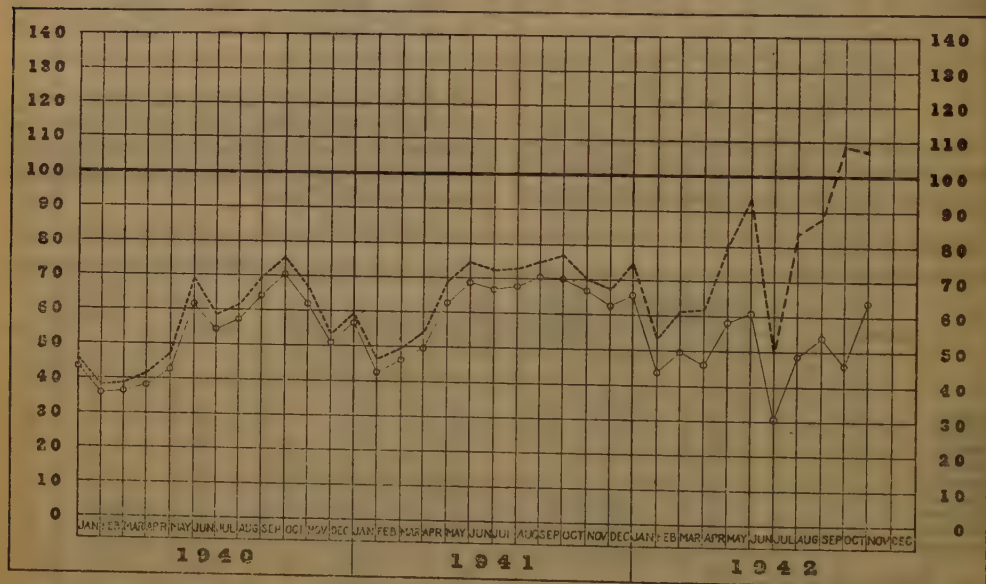
The average number of vacancies reported daily by employers to the offices throughout Canada during October, 1942, was 10,428 compared with 9,642 during the preceding month and with 1,966 in October a year ago.

The average number of applications for employment received daily by the offices dur-

ment and effected a total of 161,385 placements; of these, the placements in regular employment were 155,385 of which 105,908 were of men and 49,477 of women, while placements in casual work totalled 6,000. The number of vacancies reported by employers was 184,842 for men and 86,276 for women, a total of 271,118, while applications for work numbered 252,595, of which 160,250 were for men and 92,345 for women. Reports for September, 1942, showed 241,038 positions available, 221,352 applications made and 102,827 placements effected, while in October, 1941, there were recorded 51,098 vacancies, 72,897 applications for work and 48,599 placements in regular and casual employment.

POSITIONS OFFERED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT

Applications ————— Vacancies - - - - - Placements o o o o o o



ing the month under review was 9,716, in comparison with 8,855 in September, 1942, and with 2,804 during October last year.

The average number of placements made daily by the offices during October, 1942, was 6,208 of which 5,976 were in regular employment and 232 in work of one week's duration or less, as compared with a total daily average of 4,114 during the preceding month. Placements in October a year ago averaged 1,870 daily, consisting of 1,169 in regular and 701 in casual employment.

During the month of October, 1942, the offices referred 224,401 persons to employ-

The following table gives the placements effected by the Offices, each year, from January, 1932 to date:—

Year	Placements		
	Regular	Casual	Totals
1932.....	153,771	198,443	352,214
1933.....	170,576	181,521	352,097
1934.....	223,564	182,527	406,091
1935.....	226,345	127,457	353,802
1936.....	217,931	113,519	331,450
1937.....	275,300	114,236	389,536
1938.....	256,134	126,161	382,295
1939.....	242,962	141,920	384,882
1940.....	320,090	155,016	475,106
1941.....	316,168	191,595	507,763
1942 (10 months).....	469,195	75,409	544,604

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR THE MONTH OF
OCTOBER, 1942

Offices	Vacancies		Applicants					Regular place- ments same period 1941
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placed		Un- placed end of period	
					Regular	Casual		
Prince Edward Island	508	122	718	521	392		396	
Charlottetown.....	240	65	407	219	176		254	
Summerside.....	268	57	311	302	216		142	
Nova Scotia	11,455	8,685	10,505	9,861	7,421	195	4,337	1,137
Amherst.....	409	42	617	327	329		582	
Bridgewater.....	398	803	423	335	183		333	
Digby.....	299	212	251	250	250		1	
Halifax.....	6,505	5,588	4,904	4,934	3,412		2,304	625
Inverness.....	33	12	69	34	19	11	49	81
Kentville.....	265	434	150	108	101		372	296
New Glasgow.....	1,163	581	1,204	1,093	932	155	5	
Springhill.....	89	0	176	148	148		498	135
Sydney.....	1,586	805	2,065	2,024	1,516	29	79	
Truro.....	455	163	405	398	321		51	
Yarmouth.....	253	45	241	210	210			
New Brunswick	9,743	8,094	6,425	6,494	4,466	139	2,587	207
Bathurst.....	484	416	193	88	68		107	
Campbellton.....	324	1,670	536	364	380	22	280	
Edmundston.....	437	977	220	127	116	3	68	
Fredericton.....	293	465	301	333	243	12	64	
Moncton.....	2,202	1,063	1,998	2,402	1,372	62	1,098	142
Newcastle.....	2,770	1,255	217	171	169		121	
Saint John.....	2,639	1,484	2,505	2,581	1,859	40	544	43
St. Stephen.....	208	176	214	186	136		172	
Woodstock.....	386	588	241	192	123		133	
Quebec	86,932	69,522	74,615	66,047	42,731	609	27,062	10,736
Acton Vale.....	26	20	61	34	28		48	
Asbestos.....	92	9	208	105	34	68	111	
Baie St. Paul.....	23	7	45	28	25		12	
Beauharnois.....	611	66	555	546	345		59	
Buckingham.....	106	6	263	121	121		126	
Campbell's Bay.....	1,180	341	215	213	213		1	
Causapscal.....	1,365	1,203	1,183	1,105	988		322	
Chandler.....	2,341	1,269	2,146	1,179	1,179		178	
Chicoutimi.....	3,463	4,212	1,607	1,520	1,445		353	372
Coaticook.....	149	32	276	178	126	1	68	
Cowansville.....	61	27	156	49	47		29	
Drummondville.....	316	32	593	369	345		545	
East Angus.....	31	11	96	53	53		43	
Granby.....	271	143	418	424	249	14	211	
Hull.....	1,283	771	1,453	567	551	3	544	837
Joliette.....	707	523	328	227	224	1	137	
Jonquiere.....	464	330	1,185	1,287	719		235	
Lachine.....	1,139	130	1,292	1,107	1,107		197	
Lachute.....	647	446	399	336	206		169	
La Tuque.....	2,751	2,615	466	463	277		152	1,522
Levis.....	693	142	1,303	786	612		284	47
Longueuil.....	1,028	180	723	987	844		155	
Louiseville.....	145	34	283	111	111		60	
Magog.....	54	34	131	31	26		97	
Maniwaki.....	1,165	616	1,189	621	571		618	
Matane.....	205	1,819	381	342	339		46	833
Megantic.....	210	93	180	149	123		43	
Mont Laurier.....	1,087	554	76	28	27		8	
Montmagny.....	114	20	173	165	135		28	
Montmorency.....	67	0	201	67	67		55	
Montreal.....	43,618	36,169	32,598	33,723	16,307	460	13,426	2,521
Nicolet.....	13	44	40	28	28		5	
Plessisville.....	75	29	93	88	64		32	
Pointe Aux Trembles.....	249	83	357	188	144		97	
Port Alfred.....	159	495	328	346	220		22	
Quebec.....	5,412	4,588	7,299	5,955	4,405		1,696	1,306
Richmond.....	63	25	70	53	50		16	
Rimouski.....	1,553	1,435	381	307	301		144	
Riviere du Loup.....	2,886	1,223	977	793	793		184	
Rouyn.....	1,122	1,168	1,089	646	648	7	582	937
Ste. Agathe.....	260	248	263	59	52		248	
Ste. Anne de Bellevue.....	163	5	313	313	313		0	
St. Hyacinthe.....	616	311	631	580	441		225	
St. Jean.....	477	96	699	574	424	2	215	
St. Jerome.....	559	327	575	321	321		264	
Ste. Therese.....	430	298	547	221	129		137	
Shawinigan Falls.....	1,570	1,541	1,697	1,979	1,266		314	
Sherbrooke.....	913	153	1,402	1,194	892	44	367	333
Sorel.....	780	59	1,064	832	832		820	
Thetford Mines.....	412	388	647	431	350	2	180	204
Three Rivers.....	758	594	2,339	1,329	1,329		1,301	1,271
Val d'Or.....	226	2,038	348	312	297		72	327
Valleyfield.....	880	791	930	816	682		382	
Verdun.....	1,533	1,463	1,910	1,388	1,005		1,124	
Victoriaville.....	411	266	433	367	284	7	285	

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR THE MONTH OF
OCTOBER, 1942—Cont.

Offices	Vacancies		Applicants					Regular place- ments same period 1941
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placed		Un- placed end of period	
					Regular	Casual		
Ontario.....	93,454	66,226	95,620	85,768	59,129	1,743	39,116	9,879
Araprior.....	174	167	199	333	151	9	49	
Barrie.....	645	282	663	526	402	5	213	112
Belleville.....	1,061	570	714	632	382	10	249	237
Bracebridge.....	339	376	412	597	311		243	
Brampton.....	241	256	252	199	197	1	168	
Brantford.....	1,591	1,214	1,761	1,872	1,440	4	460	53
Brockville.....	275	87	600	438	264		160	
Carleton Place.....	59	18	108	178	111		9	
Chatham.....	1,298	329	1,557	1,481	1,104	4	854	162
Cobourg.....	114	57	175	211	151	4	5	
Collingwood.....	285	157	290	274	219		50	
Cornwall.....	741	152	971	1,218	638	66	325	
Dunnville.....	75	13	158	163	143		7	
Fergus.....	79	35	144	116	102	1	40	
Fort Erie.....	1,128	934	350	823	250		160	
Fort Frances.....	75	1,022	183	78	78		142	
Fort William.....	1,832	1,808	1,870	1,485	1,070	18	677	324
Galt.....	602	895	665	758	565		212	156
Gananoque.....	77	7	107	86	82	2	90	
Goderich.....	117	23	184	123	60	57	165	
Guelph.....	1,015	681	938	774	713		318	77
Hamilton.....	7,105	4,495	6,233	4,725	4,452	78	912	553
Hawkesbury.....	119	98	317	346	231		81	
Ingersoll.....	238	98	270	242	210		71	
Kapuskasing.....	1,677	1,823	493	500	328	1	213	
Kenora.....	1,061	1,251	278	138	138		123	71
Kingston.....	1,068	829	1,299	1,061	999	9	859	332
Kirkland Lake.....	575	458	1,225	956	888	5	479	
Kitchener-Waterloo.....	1,678	638	1,289	1,436	1,237	15	128	296
Leamington.....	1,491	1,419	992	848	154		788	
Lindsay.....	284	77	388	256	256		314	47
Listowel.....	70	36	117	114	111		7	
London.....	2,906	1,427	3,513	3,353	2,399	150	1,075	244
Midland.....	353	66	403	391	299	1	108	
Napanea.....	317	188	310	463	270		109	
Newmarket.....	42	51	145	66	62		54	
New Toronto.....	2,041	907	1,505	1,352	1,162	4	845	99
Niagara Falls.....	1,385	474	1,381	1,630	1,170	7	282	209
North Bay.....	963	1,500	1,454	1,095	1,023	72	614	386
Orangeville.....	41	20	120	114	98		68	
Orillia.....	342	306	218	289	279		64	
Oshawa.....	2,128	1,242	1,768	1,618	1,239	48	1,004	1,143
Ottawa.....	5,713	4,190	6,304	3,593	3,453	60	1,440	313
Owen Sound.....	527	243	687	654	523	10	468	49
Paris.....	71	64	82	77	72	2	22	
Perry Sound.....	701	542	424	423	288		142	
Pembroke.....	288	452	957	488	487	1	379	286
Perth.....	156	64	167	180	148		66	
Peterborough.....	1,619	905	1,311	1,528	1,238		167	170
Picton.....	187	67	247	198	354	25	63	
Port Arthur.....	1,195	3,050	1,143	914	777	6	677	872
Port Hope.....	120	20	177	182	134		72	
Prescott.....	113	42	126	154	131		1	
Renfrew.....	295	194	348	221	148		121	
St. Catharines.....	1,699	552	1,870	2,296	1,431	5	857	361
St. Thomas.....	476	264	734	693	455	50	252	73
Sarnia.....	2,184	1,096	772	690	607	2	420	65
Sault St. Marie.....	512	2,758	901	751	682	14	273	184
Simcoe.....	1,257	241	1,105	1,207	1,092		13	91
Smiths Falls.....	142	34	174	162	179	1	50	
Stratford.....	750	469	797	684	425	51	209	399
Sturgeon Falls.....	242	317	381	564	374		171	
Sudbury.....	1,185	1,175	3,133	2,522	1,608	28	953	284
Timmins.....	663	2,819	1,220	1,047	1,006	41	967	312
Toronto.....	27,943	17,416	28,069	25,499	11,889	702	14,907	965
Trenton.....	318	103	442	381	346		95	
Walkerton.....	140	124	284	190	110		95	
Wallaceburg.....	222	28	315	199	189	10	107	
Welland.....	1,010	641	1,399	1,243	855		625	390
Weston.....	711	383	628	514	435		419	
Windsor.....	4,777	1,335	5,054	5,192	3,866	162	2,252	364
Woodstock.....	441	147	450	434	388	1	41	260
Manitoba—	13,545	10,561	14,961	10,146	6,420	1,182	10,409	2,624
Brandon.....	1,180	452	641	460	460		449	149
Dauphin.....	182	430	223	144	144		250	266
Flin Flon.....	789	648	822	370	371		26	
Portage la Prairie.....	270	166	238	133	132	1	89	97
St. Boniface.....	190	19	260	188	174		146	
Selkirk.....	144	12	188	149	134		66	
The Pas.....	308	214	103	84	50		36	
Winnipeg.....	10,482	8,500	12,986	8,618	4,946	1,181	9,347	1,612

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR THE MONTH OF
OCTOBER, 1942—*Cont.*

Offices	Vacancies		Applicants					Regular place-ments same period 1941
	Reported during period	Unfilled end of period	Regis-tered during period	Referred to vacancies	Placed		Un-placed end of period	
					Regular	Casual		
Saskatchewan	13,000	3,695	8,521	6,635	5,420	466	3,672	1,633
Estevan	261	292	107	81	38	43	31	131
Moose Jaw	1,320	374	1,165	994	814	10	501	185
North Battleford	314	125	205	122	107		87	7
Prince Albert	1,337	1,319	801	598	511	21	257	99
Regina	5,207	803	3,644	2,629	2,165	217	1,690	394
Saskatoon	3,787	548	1,775	1,622	1,221	161	807	147
Swift Current	205	93	158	110	110		49	264
Weyburn	267	60	216	200	188	12	36	278
Yorkton	302	81	450	279	266	2	214	128
Alberta	12,943	5,750	13,024	12,099	8,769	866	3,432	2,829
Blairmore	328	499	97	97	84		16	
Calgary	5,020	772	5,840	4,875	3,784	525	1,873	1,245
Drumheller	135	219	178	155	155		36	9
Edmonton	5,576	2,979	5,400	5,667	3,632	333	1,051	1,079
Lethbridge	960	602	833	650	618	7	229	378
Medicine Hat	543	310	547	562	403	1	165	118
Red Deer	381	369	129	93	93		62	
British Columbia	29,538	19,608	28,206	26,830	20,634	800	18,178	1,940
Cranbrook	190	451	282	242	192		233	
Dawson Creek	723	114	487	487	487		0	
Kamloops	194	182	270	204	198		147	71
Kelowna	601	132	366	437	309		100	
Nanaimo	385	95	570	457	380		249	127
Nelson	452	265	428	330	319		246	9
New Westminster	1,373	379	2,081	1,660	1,423	35	1,143	72
Penticton	168	101	162	103	62	41	175	49
Port Alberni	877	800	352	240	240		81	
Prince George	1,175	1,089	474	460	440	2	33	8
Prince Rupert	1,062	809	964	962	907		54	227
Trail	202	264	503	443	350	1	466	
Vancouver	19,504	13,722	17,654	18,454	13,199	507	14,251	534
Vernon	323	230	460	414	395	7	189	2
Victoria	2,309	975	3,163	1,937	1,733	207	811	841
Canada	271,118	192,203	252,595	224,401	155,385	6,000	109,189	30,385*
Men	184,842	139,049	160,250	135,879	105,908	1,818	57,895	24,186
Women	86,276	53,154	92,345	88,522	49,477	4,182	51,294	6,199

* 248 placements effected by offices now closed.

NOVA SCOTIA AND PRINCE EDWARD ISLAND

During the month of October, 1942, positions offered through Employment and Selective Service Offices in Nova Scotia and Prince Edward Island were 20 per cent fewer than in the preceding month, but 335 per cent above the corresponding month of last year. There was an increase of 24 per cent in placements when compared with September and of 210 per cent in comparison with October, 1941. All industrial divisions, except agriculture, participated in the increase in placements over October of last year, the gains in manufacturing, construction, trade and transportation being the most pronounced. Industrial divisions in which most of the placements were effected during the month were: manufacturing, 2,530; construction, 2,195; services, 1,493; trade, 745, and transportation, 448. During the month, 5,795 men and 2,018 women were placed in regular employment.

NEW BRUNSWICK

Orders received at Employment Offices in New Brunswick during October called for

18 per cent more workers than in the preceding month, and 690 per cent more than in the corresponding month of last year. Placements were 53 per cent more than in September, 1942, and 298 per cent in excess of the number reported during October, 1941. The increase in placements over October a year ago was due to substantial gains in manufacturing, construction and trade, with somewhat smaller increases in logging and transportation. There was a small decline in services. Placements by industrial divisions included: manufacturing, 1,087; construction, 990; trade, 785; services, 742; logging, 503, and transportation, 420. There were 3,308 men and 1,158 women placed in regular employment during the month.

QUEBEC

The demand for workers, as indicated by orders received at Employment Offices in the Province of Quebec during October, was 35 per cent greater than in the preceding month, and 400 per cent above the corresponding month of last year. There was an increase also in placements of 126 per cent in compari-

son with September, and of 171 per cent when compared with October, 1941. When comparing placements by industrial groups, during the month under review with October of last year, a substantial increase was recorded in manufacturing, with smaller gains in construction, agriculture and trade. The improvement in these groups was partly offset by a large decrease in services and a small reduction in transportation. Placements by industrial divisions included: manufacturing, 19,064; construction, 7,310; logging, 5,101; services, 3,785; agriculture, 3,045, and trade, 2,946. Placements in regular employment numbered 32,402 of men and 10,332 of women.

ONTARIO

Employment opportunities as indicated by orders received at Employment Offices in Ontario during October were nearly 11 per cent better than in the preceding month, and 464 per cent above the corresponding month of last year. There was an increase also in placements of 49 per cent when compared with September, and of 296 per cent in comparison with October, 1941. All industrial divisions participated in the increase in placements over October a year ago, the most noteworthy advances being in manufacturing, trade and services. Industrial divisions in which most of the placements were effected were: manufacturing, 32,146; services, 8,596; trade, 5,192; construction, 5,123; logging, 3,331; transportation, 2,212, and agriculture, 2,099. During the month 34,986 men and 24,143 women were placed in regular employment.

MANITOBA

Positions offered through Employment Offices in Manitoba during October called for 9 per cent more workers than in the preceding month, and 321 per cent more than during the corresponding month of last year. Placements were 37 per cent higher than in September, and 107 per cent above October, 1941. All industrial groups reported gains except agriculture and logging, in which moderate losses occurred. The most marked improvement recorded was in manufacturing, trade, transportation and construction. Placements by industrial divisions included: manufacturing, 2,067; services, 1,871; trade, 1,212; construction, 945, and transportation, 527. There were 4,404 men and 2,016 women placed in regular employment.

SASKATCHEWAN

The demand for workers as indicated by orders received in the Employment Offices in

Saskatchewan during October, was 77 per cent greater than in the preceding month and 433 per cent above the corresponding month of last year. There was an increase also in placements of 40 per cent in comparison with September, and of 136 per cent when compared with October, 1941. All industrial divisions, except construction, participated in the increase in placements over October of last year, the gains in agriculture, trade, services and manufacturing being the most pronounced. Industrial divisions in which most of the placements were effected during the month were: services, 1,791; agriculture, 1,461; trade, 1,039, and manufacturing, 776. There were 3,653 men and 1,767 women placed in regular employment.

ALBERTA

There was an increase of over 4 per cent in the number of positions offered through Employment Offices in Alberta during October when compared with the preceding month, and 238 per cent in comparison with the corresponding month of last year. Placements were 49 per cent higher than in September, and 161 per cent above October, 1941. With the exception of a moderate decline in logging, all industrial divisions showed increases in placements over October of last year, the most important gains being in manufacturing, construction, trade, services and transportation. Placements by industrial divisions included: services, 2,104; agriculture, 1,688; construction, 1,669; manufacturing, 1,509; trade, 1,243, and transportation, 816. There were 5,987 men and 2,782 women placed in regular employment.

BRITISH COLUMBIA

Employment Offices in British Columbia were notified of 21 per cent fewer positions during October than in the preceding month, but 706 per cent more than during the corresponding month of last year. Placements were 25 per cent higher than in September and 492 per cent above October, 1941. With the exception of a minor decline in agriculture, all industrial divisions participated in the increase in placements over October, 1941, the most noteworthy gains being in manufacturing, construction, trade, logging, transportation and services. Industrial divisions in which most of the placements were effected during the month were: manufacturing, 9,229; construction, 3,358; services, 2,700; trade, 1,894; logging, 1,607, and transportation, 1,552. During the month 15,373 men and 5,261 women were placed in regular employment.

Employment Conditions at the End of November

Placement activities as reported by Employment and Selective Service Offices during the month of October, 1942, together with statistical summaries for that period are covered by an earlier section of this report. Later reports indicate that conditions at the end of November were as follows:—

Agricultural operations in the Maritime Provinces were practically suspended. Owing to fine weather during the autumn, fall ploughing was well advanced and many farmers were offering themselves as woodsmen and for work on defence projects. A few men were engaged in early smelt fishing in Prince Edward Island and normal catches of fresh and dried fish were being landed at Halifax. Fishermen, not otherwise employed, were returning to prepare for the lobster season. Logging operations were developing and in a few districts farmers and fishermen were providing some of the needed labour, but at other points, notably New Brunswick, the demand for labour was increasing and the supply was inadequate. All coal mines were working full time and additional miners were in demand, particularly in the New Glasgow area where the shortage was acute. Manufacturing plants generally were working full time and the supply of labour was adequate for the most part but a shortage of skilled mechanics was noticeable in the iron and steel industries at New Glasgow and skilled breadmakers were in demand at Halifax. The pulp and paper mills at Campbellton and Saint John were working at capacity, but were in danger of shutdowns owing to lack of water. Scarcely any construction work was under way in Prince Edward Island and the movement of men to the mainland was continued. National Defence projects were well advanced in portions of Nova Scotia but in other places they were being held up by the acute shortage of labour, notably carpenters and labourers. Activity at the airports was being renewed as materials were becoming available for runways. At Yarmouth the demand for building tradesmen was light but carpenters, painters, bricklayers, plumbers and labourers were urgently needed at Deep Rock and few applicants were available. With the exception of Saint John, where Government projects were under way, there was little construction activity in New Brunswick. Transportation and trucking companies at Halifax needed truck drivers and helpers, and railway and express companies required porters and labourers. These requirements were being only partially filled. Passenger traffic and freight movement were heavy, both on railways and on the Bay of Fundy water routes.

At Halifax there was a steady demand for waitresses, also for sales clerks in anticipation of the Christmas trade. There was urgent need for domestic help but many young women refused to take such work, preferring positions in factories.

There were heavy demands for loggers and woodsmen in the Province of Quebec with few men offering their services. Most lines of manufacturing were active and working near capacity. Indications of some slowing up in the pulp and paper industry were in evidence. There was a considerable demand for female workers in textile, tobacco and shoe industries, as well as in the arsenals. Slight temporary lay-offs in a few centres resulted from shortages of materials and changes in operations but experienced rivetters, bolters, reamers, marine firemen, electric welders and sheetmetal workers were needed in shipbuilding industries. In all, approximately 500 men were required in the skilled metal trades in Montreal alone. These were difficult to obtain because of the experience necessary. Orders for workers on aircraft were being filled and some plants were taking on women workers. The supply of labourers was adequate. Construction work in many sections was nearing completion and, in a few instances men were being released and being absorbed in other lines of work. Shortages of skilled craftsmen were noticeable in a few centres. Transportation companies have been able to obtain the labour they required. Trade was reported good and any demand for workers was being met. Domestic help, cooks and waitresses were required in several industrial centres but there were few applicants. Experienced stenographers were scarce and assistance in a few of the professional services was being sought.

Owing to weather conditions farm activities in Ontario were curtailed but experienced help for the winter months was required in most areas and applicants for such work were very few. Threshing of flax was completed in Northwestern Ontario and yields were reported to be excellent. There were heavy demands for cutters, loggers and bushmen with comparatively few applicants. There were some enquiries for miners especially for underground work which were not being fully met but a slight improvement in the situation seemed evident. Manufacturing plants were operating at a high level of activity, but skilled labour was needed in the metal, textile and woodworking industries and to a lesser extent in abrasives, chemical and specialized war industries. There were few applicants available and the demand was not fully

satisfied. A shortage of materials had slowed down production temporarily in some plants. Female labour was replacing male in some plants connected with the aeroplane industry and labour troubles at one or two points were disturbing factors in allied industries. Pulp and paper mills in Northwestern Ontario were working on reduced time and the supply of labour appeared adequate. Although construction projects have been completed in some centres there was still much activity and the demand for skilled tradesmen and labourers was not fully met. Movement of freight by railways was heavy, lake freighters were tying up for the winter and the railways were re-arranging their staffs of section labourers. The demand for extra gang workers, brakemen and switchmen at some important railway centres was not fully met as few men were willing to accept this class of work. There were occasional demands for office help, which for the most part, were being met. Employment in the hotel trade was stable and in almost all cases the necessary workers were being secured. The almost general, and often urgent, demand for domestics, hotel and restaurant workers, was far from being supplied as applicants preferred other lines of work.

Experienced farm helpers for the winter months were greatly needed throughout the Prairie Provinces except in a few centres in Western Alberta and in Central Saskatchewan but there were few applicants. Despite the fact that there was a steady flow of experienced bushmen through the Employment Offices, the demand for more help was continuing. In some areas it was acute and the available supply was inadequate to meet the needs. The shortage of experienced coal miners was serious in most of the Prairie coal mining areas. Efforts were being made

to induce miners engaged in farming and construction work to return to the mines. The demand for workers in the manufacturing industries was not excessive although many more skilled tradesmen could be employed. The recruitment of skilled labour for the aircraft, munitions and shipbuilding industries on the Pacific Coast had only met with moderate success. Building activity had declined mostly because of a shortage of materials as well as on account of bad weather. Men for this work were being secured in Winnipeg for the West Coast. There was a heavy demand for carpenters at Edmonton most of whom were being secured. The need for labour for highway and airfields construction in the northern area continued. Lake navigation was closing and 700 stevedores were being laid off, most of whom were going to work in the woods. Extra railway gangs were being reduced in most places and the men were being placed in other lines of work. Both wholesale and retail trade were reported active and with the approach of Christmas additional help was being secured. The demand for hotel, restaurant and domestic help much exceeded the supply.

Except for a slight demand for help on dairy farms on Vancouver Island, the farm labour supply in British Columbia appeared adequate. There was a general demand for fallers, sawyers, swamper, buckers and other experienced bush men, although the number of unfilled vacancies had decreased on Vancouver Island. A need for miners and muckers continued in the base metal mines and the shortage of coal miners was serious in every coal mining area. There were many enquiries for sawmill workers with a few lumber men trying to employ Japanese. Packing plants had completed their main packs and were releasing labour.

EMPLOYMENT AND UNEMPLOYMENT IN CANADA

Industrial Situation as Indicated in Reports of Employers, Trade Unions and Value of Building Permits

THE accompanying information as to the employment situation in Canada is based upon reports from the following sources:—

The Dominion Bureau of Statistics receives reports each month from most of the larger employers of labour throughout Canada in all industries except agriculture, fishing, hunting and highly specialized business, the returns being from firms employing fifteen workers or more. The number of firms so reporting October 1, was 13,200, the employees on their payrolls, numbering 1,815,672, compared with 1,795,420 in the preceding month.

The Department of Labour receives reports from the local trade unions throughout Canada, showing the number of their members who were unemployed in the period under

review. The number of unions reporting for October was 2,246, having an aggregate membership of 389,236 persons, 0.7 per cent of whom were without employment on November 1. It should be understood that the report on the number of unemployed workers refers only to organized labour, definite figures not being available as to the number of unorganized workers who were without employment during the period reviewed.

Recorded in the concluding section of this article and indicative of the employment situation in the building trades are the detailed statistics compiled by the Dominion Bureau of Statistics each month showing the value of building permits granted and the value of building materials.

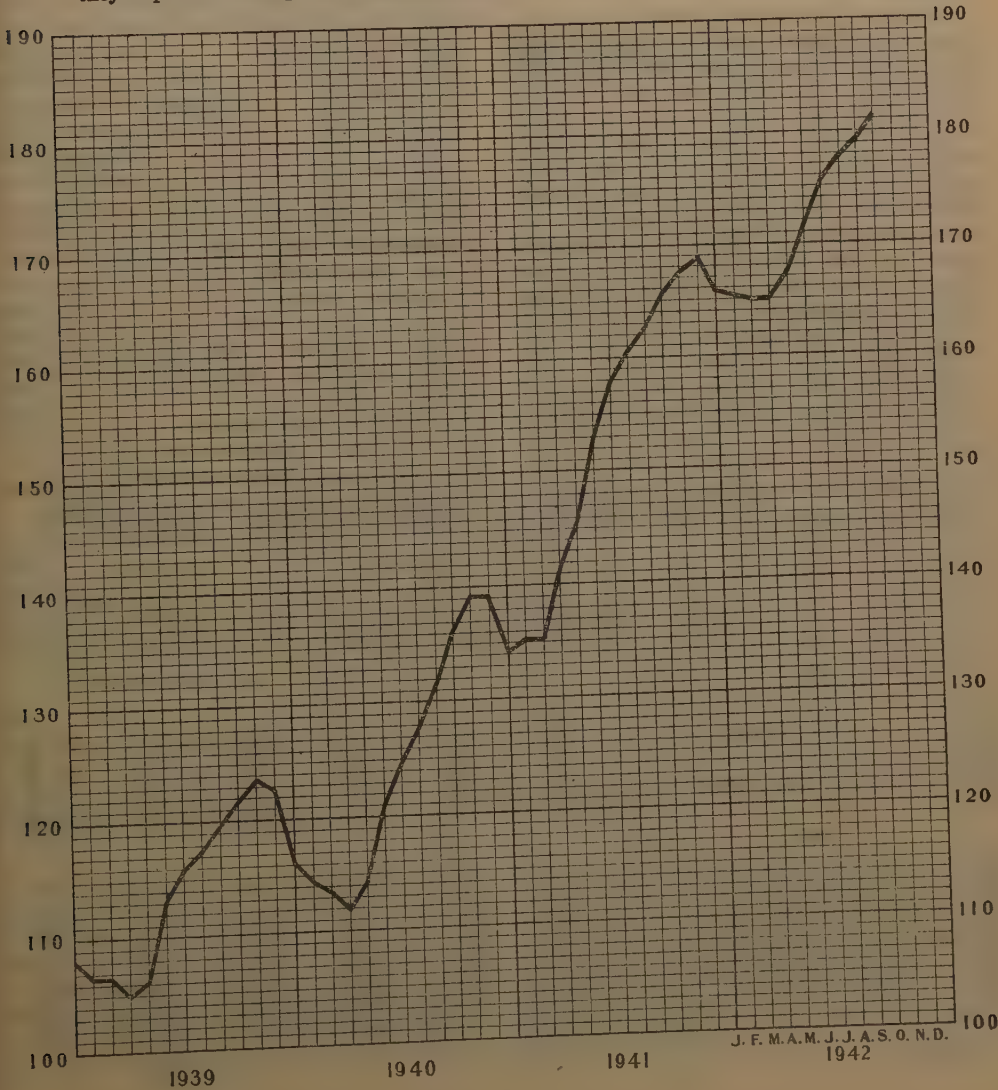
**The Employment Situation at the Beginning of October, 1942,
as Reported by Employers**

The trend of employment and payrolls continued upward at the beginning of October, there being an increase of 1.1 per cent in the former and 1.8 per cent in the latter as compared with September 1. The Dominion Bureau of Statistics tabulated information from 13,200 establishments which employed 1,815,672 persons at October 1, and disbursed the sum of \$53,549,615 in payment for services rendered in the week preceding; their employees at the beginning of September had numbered 1,795,420, who had been paid \$52,591,352 in weekly salaries and wages.

Of the 1,815,672 persons in recorded employment at October 1, 1,403,353, or 77.3 per cent were males, and 412,319, or 22.7 per cent, were females. This is the first occasion on which information has been obtained in regard to the sex distribution of the salaried employees and wage-earners in the current surveys. A brief discussion of these statistics is given in this report. Tables showing the distribution of the males and females in recorded employment at October 1 are also given, together with certain comparative data available in the Bureau.

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



The latest percentage gain in employment was slightly above the average for October 1 in the experience of past years, although, as in preceding months, it was not equal to that indicated at the same date of 1939, 1940 or 1941. Also as in recently preceding months, the industrial distribution of the persons added to the working forces was abnormal, with greater-than-average advances in manufacturing, and smaller-than-usual increases in the non-manufacturing classes.

Within the manufacturing division, there was further marked expansion in activity in iron and steel and vegetable food plants; these reported over 10,200 and 7,200 additional workers, respectively. There were smaller gains in the tobacco, chemical, electrical apparatus and non-ferrous metal industries. In textiles, little general change was shown, while the trend in the remaining groups was downward.

Among the non-manufacturing classes, logging, transportation, construction and retail trade afforded more employment. The gains in construction were contra-seasonal; those in the other divisions were seasonal, but, except in transportation, they were not equal to the usual advances at October 1. The increase in logging especially was greatly below normal. The remaining non-manufacturing groups, mining, communications and services, reported curtailment; that in mining was contrary to the customary movement at October 1, but the losses in communications and services were in accordance with the usual trend in the autumn.

The crude index number of employment (based on the 1926 average as 100), rose from its former maximum of 179.3 at the beginning of September, to 181.3 at October 1, as compared with 165.8 at October 1, 1941. In the

latter comparison, there was an increase of 9.3 per cent, which was accompanied by that of 21.7 per cent in the reported weekly payrolls in the 12 months. When adjusted for seasonal influences, the October 1 index of employment was 172.5, slightly above the corrected figure of 172.3 at the beginning of September.

Payrolls

The payrolls disbursed at October 1 by the co-operating establishments amounted to \$53,549,615, as compared with \$52,591,352 in the last report. This increase of 1.8 per cent continues the trend which, with only one exception, has been indicated from the institution of these statistics in the spring of 1941. The exception was at January 1, when the observance of the holidays had lowered the reported earnings. The per capita weekly earnings averaged \$29.49 at the latest date, 20 cents higher than that of \$29.29¹ in the preceding period of observation.

The October 1 survey shows that, including statistics for financial institutions, the number of persons in recorded employment was 1,879,845, whose payrolls for services rendered in the last week in September amounted to \$55,522,358. This was a per capita average of \$29.54. At September 1, the establishments co-operating in the nine leading industrial groups—manufacturing, logging, mining, communications, transportation, construction, services, trade and finance—reported a total payroll of \$54,503,743 paid to 1,859,568 men and women, whose weekly earnings averaged \$29.31¹.

Statistics of employment and payrolls, on the base June 1, 1941=100, in the period for which the payroll data are available, are given

TABLE I—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

	EIGHT LEADING INDUSTRIES			MANUFACTURING		
	Index Numbers of			Index Numbers of		
	Employment	Aggregate Payrolls	Per Capita Earnings	Employment	Aggregate Payrolls	Per Capita Earnings
1941						
June 1.	100.0	100.0	\$ 25.25	100.0	100.0	\$ 25.57
July 1.	102.9	103.9	25.49	102.6	103.6	25.82
Aug. 1.	105.0	106.9	25.69	105.2	107.3	26.06
Sept. 1.	106.4	109.8	26.04	108.0	110.8	26.22
Oct. 1.	103.4	113.3	26.37	110.1	115.4	26.80
Nov. 1.	109.6	117.3	27.02	111.6	120.4	27.59
Dec. 1.	110.4	119.5	27.32	112.1	123.4	28.15
1942						
Jan. 1.	108.4	112.3	26.13	111.4	114.6	26.32
Feb. 1.	108.2	118.5	27.65	113.8	126.3	28.39
Mar. 1.	108.0	119.4	27.92	116.5	130.2	28.58
April 1.	108.0	121.6	28.41	118.7	134.3	28.94
May 1.	109.5	124.0	28.59	120.4	137.3	29.19
June 1.	112.3	125.5	28.20	122.6	137.6	28.73
July 1.	114.9	129.7	28.49	124.7	142.0	29.16
Aug. 1.	116.3	131.8	28.62	126.4	143.5	29.08
Sept. 1.	117.3	135.5 ¹	29.29 ¹	128.3	148.9 ¹	29.72 ¹
Oct. 1.	118.6	137.9	29.49	129.9	152.8	30.13

¹ Revised.

for the eight leading industries and for manufacturing in table 1. This shows that an increase of 9.3 per cent in the last 12 months in the number of persons reported as at work in the eight leading industries, has been accompanied by that of 21.7 per cent in their weekly payrolls; in the nine main industrial divisions including finance, the gain in em-

ployment has amounted to 9.1 per cent and in payrolls, to 21.3 per cent in the year.

From June 1, 1941, to October 1, 1942, there was an increase of 18.6 per cent in general industrial employment, accompanied by a gain of 37.9 per cent in the reported payrolls. The reasons previously given for the much greater advance in the index of earnings than in that

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed at October 1, 1942, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of such Employees, together with Index Numbers of Employment and Payrolls as at October 1 and September 1, 1942, and October 1, 1941, based on June 1, 1941 as 100 p.c.

Geographical and Industrial Unit	Number of Employees reported at Oct. 1, 1942	Aggregate Weekly Payrolls at Oct. 1, 1942	Per capita Weekly Earnings at Oct. 1, 1942	INDEX NUMBERS OF					
				Employment			Aggregate Weekly Payrolls		
				Oct. 1 1942	Sept. 1 1942	Oct. 1 1941	Oct. 1 1942	Sept. 1 1942	Oct. 1 1941
(a) PROVINCES									
Maritime Provinces.....	138,703	3,507,581	25.29	121.5	113.0	115.1	142.8	139.5	125.1
Prince Edward Island.....	2,073	47,287	22.81	99.6	104.5	113.1	107.0	112.2	113.3
Nova Scotia.....	85,451	2,214,253	25.91	126.0	116.2	116.0	147.3	144.1	124.4
New Brunswick.....	51,179	1,246,041	24.35	116.5	109.3	114.6	137.1	133.4	127.0
Quebec.....	568,873	15,856,055	27.87	123.6	122.6	110.6	147.4	145.0	116.4
Ontario.....	749,843	23,064,431	30.76	114.1	113.0	106.4	130.6	127.5	110.3
Prairie Provinces.....	188,149	5,547,823	29.49	108.3	111.5	104.7	122.9	124.2*	109.3
Manitoba.....	89,177	2,613,284	29.30	109.1	110.5	103.6	121.3	121.3	106.7
Saskatchewan.....	37,167	1,045,855	28.14	105.4	108.9	101.0	119.2	121.0	104.2
Alberta.....	61,805	1,888,684	30.56	109.2	114.5	108.6	127.4	130.6*	116.1
British Columbia.....	170,104	5,573,725	32.77	136.1	133.0	119.7	162.6	159.0*	114.7
CANADA.....	1,815,672	53,549,615	29.49	118.6	117.3	108.2	137.9	135.5*	112.9
(b) CITIES									
Montreal.....	267,270	7,815,246	29.24	124.7	123.6	110.3	147.7	144.2	115.3
Quebec City.....	35,511	881,549	24.82	151.6	146.3	112.1	184.9	177.1	118.4
Toronto.....	239,780	7,341,521	30.62	121.7	119.8	106.6	140.8	135.7	111.7
Ottawa.....	21,424	562,091	26.24	107.8	108.5	107.0	124.0	122.7	115.1
Hamilton.....	62,413	2,000,439	32.05	118.0	117.8	105.7	137.8	136.0	114.4
Windsor.....	42,289	1,702,828	40.27	135.4	129.2	105.7	143.8	135.1	97.5
Winnipeg.....	56,632	1,080,919	27.56	111.1	110.0	106.8	120.7	118.9*	106.3
Vancouver.....	84,452	2,720,788	32.22	168.1	162.8	112.8	211.7	201.8*	113.6
(c) INDUSTRIES									
Manufacturing.....	1,137,242	34,269,765	30.13	129.9	128.3	110.1	152.8	148.9*	115.4
Durable Goods ¹	605,130	20,280,276	33.51	142.3	140.3*	109.0	172.0	167.0*	116.9
Non-Durable Goods.....	513,428	13,332,606	25.97	119.3	117.9*	111.8	133.1	129.9*	114.7
Electric Light and Power.....	18,684	656,883	35.16	97.9	100.2	101.1	107.0	108.5	101.8
Logging.....	45,005	983,191	21.85	95.8	93.2	100.9	112.1	114.9	111.2
Mining.....	76,831	2,725,687	35.48	92.7	94.1	102.9	105.1	106.8*	109.9
Communications.....	28,296	819,112	28.95	109.0	110.2	104.4	116.4	114.6	105.5
Transportation.....	140,729	4,831,156	34.33	112.6	110.9	105.0	122.1	122.0	108.9
Construction and Maintenance.....	188,660	5,307,437	28.13	107.2	105.0	111.4	132.6	131.4*	119.1
Services.....	41,237	738,983	17.92	103.3	110.1	102.8	121.3	120.1	105.6
Trade.....	157,672	3,874,334	24.57	97.9	97.1	102.6	106.1	104.2	104.3
Eight Leading Industries..	1,815,672	53,549,615	29.49	118.6	117.3	108.4	137.9	135.5*	113.3
Finance.....	64,173	1,972,743	30.74	107.1	107.0	105.1	114.3	110.7	106.0
Total—Nine Leading Industries.	1,879,845	55,522,358	29.54	118.1	116.8	108.2	136.9	134.4	112.6

* This classification comprises the following:—Iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

* Revised.

of employment may again be stated: (1) the growing concentration of workers in the heavy manufacturing industries, where rates of pay are above the average and in addition, there is a considerable amount of overtime work, and (2) the extension of the system of paying a cost-of-living bonus to the majority of workers; the rates at which this allowance has been cal-

culated have been enlarged on more than one occasion since its institution. In certain cases, higher wage-rates have also been awarded. In spite of these main factors beneficially affecting the typical worker, the average earnings of the individual have not shown advances commensurate with those in the index of aggregate payrolls. This is a result of the continued

dilution of labour. Where the latter has risen by 37.9 per cent, the index of per capita earnings has increased by 16.8 per cent since June 1, 1941.

Employment and payrolls in manufacturing have shown advances on a much larger scale than the other industries; the index of employment in this division increased by 29.9 per cent between June 1, 1941, and October 1, 1942, while that of payrolls has risen by 52.8 per cent. The per capita earnings have gained by 17.8 per cent in the same interval. The factors mentioned above as influencing the all-industries statistics operate with greater force in the case of manufacturing.

The expansion in employment and payrolls in the durable goods industries has been extremely marked in the period from June 1, 1941; the index in the former has risen to 142.3 and that in the latter to 172.0 at October 1, 1942. In the non-durable goods class, the latest index number of employment stood at 119.3 per cent of the June 1, 1941, figure, and that of payrolls, at 133.1.

In considering the marked variations which are found to exist in the average earnings of those employed in the different industrial classes, it must be borne in mind that the sex distribution of workers therein is an important factor, being also frequently associated with

variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or overtime may also considerably influence the reported aggregates and averages.

The Course of Wartime Employment

Since the outbreak of hostilities, the trend of employment has been almost uninter- ruptedly favourable, the rare exceptions to the generally buoyant movement being the seasonal losses indicated in the winter of 1939-40, at December 1, 1940, and January 1, 1941, and in the first quarter of 1942. On each occasion, these contractions have on the whole been on a small scale. As a result of the generally upward movement during the period of the war, the index for all industries combined has risen from 119.6 at September 1, 1939, to 181.3 at October 1, 1942, or by 51.6 per cent in the 37 months. The expansion was particularly marked from the summer of 1940 until the winter of 1941-42, but in more recent months, the rate of acceleration has tended to slow down. This development was to be expected in view of the magnitude of the industrial war effort, with the resultant depletion of the Dominion's reserve of labour,

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS
(AVERAGE CALENDAR YEAR 1926=100)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Oct. 1, 1927.....	110.3	108.1	.....	.....	.....	110.0	111.1	111.7	.....	.....	.....	107.6
Oct. 1, 1928.....	118.8	114.9	.....	.....	.....	114.3	120.4	126.4	.....	.....	.....	114.0
Oct. 1, 1929.....	125.6	123.7	.....	.....	.....	120.2	125.4	134.2	.....	.....	.....	118.2
Oct. 1, 1930.....	116.2	116.2	.....	.....	.....	113.0	114.6	130.0	.....	.....	.....	112.1
Oct. 1, 1931.....	103.9	102.6	.....	.....	.....	101.6	99.3	129.1	.....	.....	.....	95.6
Oct. 1, 1932.....	86.7	84.9	.....	.....	.....	85.8	86.1	94.6	.....	.....	.....	82.1
Oct. 1, 1933.....	90.4	90.9	.....	.....	.....	89.1	89.6	98.7	.....	.....	.....	85.6
Oct. 1, 1934.....	100.0	103.1	.....	.....	.....	96.0	104.8	95.7	.....	.....	.....	95.4
Oct. 1, 1935.....	106.1	112.9	.....	.....	.....	103.1	108.1	102.7	.....	.....	.....	108.0
Oct. 1, 1936.....	110.1	117.9	.....	.....	.....	106.0	112.6	108.6	.....	.....	.....	108.1
Oct. 1, 1937.....	125.7	134.9	100.6	132.7	159.5	127.3	120.4	107.6	99.2	120.4	112.2	117.6
Oct. 1, 1938.....	116.7	114.5	106.6	124.4	102.8	121.6	115.8	113.2	100.1	142.0	114.2	111.3
Oct. 1, 1939.....	121.7	117.9	103.2	130.5	103.4	126.4	121.4	116.4	104.9	184.7	121.8	113.1
Oct. 1, 1940.....	136.2	128.2	132.5	138.8	115.2	142.8	140.9	118.1	108.7	124.6	128.4	127.7
Oct. 1, 1941.....	165.8	175.4	121.1	194.8	154.6	173.9	172.2	134.3	129.2	128.7	146.1	149.1
Jan. 1, 1942.....	165.8	183.9	118.9	204.5	162.2	175.0	172.7	131.4	127.2	119.6	145.7	142.2
Feb. 1.....	165.4	178.8	115.1	202.4	153.4	176.7	173.3	126.8	123.3	109.9	143.2	140.1
Mar. 1.....	165.1	169.3	112.9	172.8	145.4	178.6	174.4	126.1	123.9	108.8	141.0	143.1
April 1.....	165.2	165.6	92.0	175.0	135.3	176.8	174.8	127.2	125.5	112.9	139.4	149.1
May 1.....	167.4	166.7	94.4	179.3	132.3	177.9	175.9	130.9	129.1	118.5	141.0	158.1
June 1.....	171.7	166.1	107.0	185.2	145.9	182.8	178.5	137.4	133.0	132.0	147.9	161.1
July 1.....	175.7	177.2	117.0	199.7	153.0	187.1	181.1	139.4	135.3	131.6	150.9	167.1
Aug. 1.....	177.8	170.4	111.8	193.3	145.6	191.4	181.5	143.5	138.0	137.5	156.0	175.1
Sept. 1.....	179.3	172.2	111.9	195.1	147.5	192.8	183.0	143.1	137.8	138.8	154.0	179.1
Oct. 1.....	181.3	185.2	106.7	211.6	157.2	194.5	184.7	139.0	136.0	134.3	146.9	183.1
Relative weight of Employment by Provinces and Economic Areas as at Oct. 1, 1942	100.0	7.6	0.1	4.7	2.8	31.3	41.3	10.4	4.9	2.1	3.4	9.1

NOTE.—The relative weight, as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

augmented by the transfer of over half a million men into the armed forces.

The current surveys of employment show that since the outbreak of war, some 617,000 additional workers have been taken on by the establishments furnishing monthly statistics. The smaller firms may also have increased their staffs considerably, although it seems

likely that recent events have, on the whole, reacted less favourably upon the smaller businesses. The recruitment of a labour force of this size, together with the enlistment of some 600,000 men in the various services in the space of three years, has brought about many important changes in the industrial and occupational distributions of the Canadian population.

TABLE IV.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

Industries	Relative Weight	Oct. 1 1942	Sept. 1 1942	Oct. 1 1941
Manufacturing	62.6	213.3	215.6	184.9
Animal products—edible.....	1.9	178.7	181.3	182.3
Fur and products.....	0.2	125.8	125.2	131.3
Leather and products.....	1.6	138.0	138.6	144.2
Boots and shoes.....	1.0	126.5	127.7	135.9
Lumber and products.....	3.5	119.2	124.1	123.0
Rough and dressed lumber.....	2.1	108.7	114.8	114.5
Furniture.....	0.5	111.0	112.2	117.2
Other lumber products.....	0.9	166.4	170.1	160.9
Musical instruments.....	0.1	42.5	41.8	90.5
Plant products—edible.....	3.4	190.7	168.2	192.4
Pulp and paper products.....	4.5	130.9	134.5	135.3
Pulp and paper.....	2.1	124.3	127.9	126.8
Paper products.....	0.8	184.5	188.5	187.7
Printing and Publishing.....	1.6	121.3	124.6	128.4
Rubber products.....	0.9	125.9	128.9	143.5
Textile products.....	8.0	166.7	166.9	165.7
Thread, yarn and cloth.....	2.9	174.1	176.8	174.1
Cotton yarn and cloth.....	1.4	125.5	127.4	128.2
Woollen yarn and cloth.....	0.7	198.2	200.0	191.0
Artificial silk and silk goods.....	0.6	597.5	600.6	591.6
Hosiery and knit goods.....	1.2	134.6	134.6	146.1
Garments and personal furnishings.....	2.9	173.7	171.9	167.2
Other textile products.....	1.0	174.2	174.5	167.2
Tobacco.....	0.6	137.8	129.9	116.1
Beverages.....	0.8	253.9	243.7	238.3
Chemicals and allied products.....	4.7	686.9	678.1*	397.4
Clay, glass and stone products.....	0.8	132.2	134.1	134.7
Electric light and power.....	1.0	146.8	150.2	151.6
Electrical apparatus.....	2.1	269.9	263.5	231.3
Iron and steel products.....	23.7	317.1	309.5*	226.4
Crude, rolled and forged products.....	1.8	250.0	249.9	227.4
Machinery (other than vehicles).....	1.5	258.0	256.1	227.5
Agricultural implements.....	0.6	129.5	135.7	105.9
Land vehicles.....	8.9	253.3	249.8	191.2
Automobiles and parts.....	2.4	303.0	296.7	230.7
Steel shipbuilding and repairing.....	8.0	1,234.5	1192.8	526.4
Heating appliances.....	0.3	155.6	155.9	169.6
Iron and steel fabrication (n.e.s.).....	1.2	324.4	327.1	251.1
Foundry and machine shop products.....	0.9	307.6	296.6	251.5
Other iron and steel products.....	5.5	478.2	455.3	310.0
Non ferrous metal products.....	3.1	369.7	368.7	303.4
Non metallic mineral products.....	0.8	200.0	204.7	186.8
Miscellaneous.....	0.9	361.2	360.2	246.0
Logging	2.5	151.7	147.5	174.0
Mining	4.2	164.3	166.8	182.3
Coal.....	1.4	90.5	90.6	95.9
Metallic ores.....	2.2	327.9	334.9	376.6
Non metallic minerals (except coal).....	0.6	162.0	165.9	166.6
Communications	1.6	105.9	107.1	101.5
Telegraphs.....	0.4	128.4	129.8	124.3
Telephones.....	1.2	99.8	100.9	95.3
Transportation	7.7	111.7	110.0	104.2
Street railway, cartage and storage.....	2.1	159.2	159.5	153.0
Steam railways.....	4.2	87.3	95.2	89.7
Shipping and stevedoring.....	1.4	112.0	110.0	103.4
Construction and Maintenance	10.4	149.6	146.5	155.4
Building.....	4.3	179.7	167.5	164.6
Highway.....	3.8	174.1	172.9	208.7
Railway.....	2.3	96.4	101.0	97.5
Services	2.3	185.1	188.2	175.7
Hotels and restaurants.....	1.4	179.5	184.6	169.0
Personal (chiefly laundries).....	0.9	194.7	194.3	187.3
Trade	8.7	153.5	152.3	160.9
Retail.....	6.6	161.4	158.6	167.9
Wholesale.....	2.1	182.4	185.0	142.3
All Industries	100.0	181.3	179.3	165.8

* The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.
* Revised.

The principal sources from which these accessions to the industrial payrolls have been drawn are as follows: (a) unemployed workers, (b) the own-account and small-employer classes, (c) agriculture, (d) homemakers and other women, (e) adolescents, who under normal conditions would probably continue at school for a year or two longer, or possibly for a lengthier period. At the other end of the scale, many older men and women are undoubtedly prolonging their period of service beyond the usual retirement age. The armed services, in addition to drawing upon most of the above reservoirs for recruits, have of course also taken very large numbers of persons from their former employment in industry.

The expansion in manufacturing since the outbreak of hostilities has been particularly impressive, the index of employment having risen 89 per cent between September 1, 1939, and October 1, 1942. The gain in the non-manufacturing classes as a whole has amounted only to 13.6 per cent in the 37 months.

Within the manufacturing group, the highest degree of activity has been indicated in the production of durable goods, in which the index has risen from 100.4 at the beginning of the war, to 260.1 at October 1, 1942, or by 159 per cent. Even greater than this gain, has been that shown in the manufacture of iron and steel plants, while the non-ferrous metals and electrical apparatus factories have also reported extremely large additions to their working forces.

The increase in employment in the non-durable group of industries has resulted partly from the manufacture of commodities required in the prosecution of the war, and in the equipment and maintenance of the armed forces in Canada and abroad, but is also partly due to greater civilian consumption consequent upon an exceptionally high level of employment and payrolls. As a result of these factors, employment in the production of non-durable goods as a whole has risen by 47.2 per cent in the 37 months. Much of the gain has taken place in the chemical group, the manufacture of explosives and ammunition constituting a very important part of the war program.

In the non-manufacturing industries, employment in logging, communications, transportation, services and trade was at a considerably higher level at October 1, 1942, than at September 1, 1939. In mining and construction, on the other hand, activity was generally less at the latest date than at the beginning of the war; so far, the losses have been moderate.

Employment and Payrolls by Industries

Manufacturing.—The trend of employment and payrolls continued seasonally upward in manufacturing at October 1; the advance in employment again was above-average for the time of year, although it was smaller than at the beginning of October in 1939, 1940 or 1941. The distribution of the gains once more differed from the normal, those in the durable goods group being substantially greater than usual, while employment in the production of non-durable goods showed an increase which was below average. In the latter case, the smaller-than-usual expansion was probably partly due to the existing labour situation.

The 7,368 co-operating manufacturing establishments employed 844,501 men and 292,741 women at October 1, a total of 1,137,242 workers; in their preceding report they had indicated a personnel of 1,123,428. There was accordingly a gain of 13,814 persons, or 1.2 per cent, in the number in recorded employment in manufacturing, which reached a new all-time high at the date under review. The weekly payrolls disbursed at the beginning of October amounted to \$34,269,765, or 2.7 per cent more than the sum of \$33,384,470¹ reported by the same firms at September 1. The per capita average showed a further gain, rising from \$29.72¹ in the last report, to \$30.13 at the date under review, as compared with \$26.80 at October 1, 1941. The ever-growing concentration of workers in the more highly paid heavy industries is chiefly responsible for the considerable increase in the payrolls reported at the beginning of October.

As already stated, the largest additions to the working forces were in the iron and steel and vegetable food divisions; the expansion in the former in particular was unusually great for October 1. Increases on a much smaller scale were reported in tobacco, beverage, chemical, non-ferrous metal and electrical apparatus plants. On the other hand, the trend of employment was downward in animal food, leather, lumber, pulp and paper, rubber, clay, glass and stone and non-metallic mineral products. Textiles showed no general change.

Based on the 1926 average as 100, the index of employment in manufacturing at the beginning of October stood at 218.3; this figure was the highest in the record, considerably exceeding the October 1, 1941, index of 184.9. Since the increase from the preceding month was above-normal, the seasonally-adjusted index showed a further upward movement, advancing from 209.6 at September 1, to 211.6 at the date under review.

¹ Revised.

The unadjusted indexes of employment in manufacturing at October 1 in recent years, based on the 1926 average as 100, are as follows: 1942, 218·3; 1941, 184·9; 1940, 143·8; 1939, 119·7; 1938, 112·5; 1937, 121·7 and 1936, 109·0. For October 1, 1941, 7,001 manufacturing establishments had reported 961,559 men and women on their staffs.

The co-operating manufacturers reported the disbursement of \$34,269,765 in weekly payrolls at October 1. This was an increase of \$885,295, or 2·7 per cent over the weekly salaries and wages paid on or about September 1. The per capita average, at \$30.13, was the highest in the record, which goes back only to June 1, 1941. At October 1, 1941, the average had been \$26.80.

Based on the weekly salaries and wages paid by the co-operating establishments on or about June 1, 1941, as 100 per cent, the index of payrolls at October 1, 1942, stood at 152·8, as compared with 148·9¹ at September 1, 1942, and 115·4 at October 1, 1941. The increase of 32·4 per cent in the reported payrolls at the date under review as compared with twelve months earlier, considerably exceeds that of 18·1 per cent in the number of persons employed by the co-operating manufacturers. As elsewhere given, the main reasons for this disparity are, first, the growing concentration of workers in the more highly-paid heavy industries, together with a considerable amount of overtime work for such classes, and secondly, the wide application of the method of meeting the increased cost-of-living by the payment of a bonus under the terms of P.C. 8253 of October 24, 1941, together with the general increases in this allowance since its institution, notably that authorized for the first pay period after August 15 of the present year. The importance of the first of these factors is emphasized by the fact that the October 1 index number of payrolls in the durable goods group stood at 172·0, or 47·1 per cent higher than at the same date of 1941, while that in the non-durable goods, at 133·1, showed an increase of 16·0 per cent; the index of employment in the heavy industries in the same period has risen by 30·5 per cent, as compared with the gain of 6·7 per cent, in that for the light manufacturing industries.

During the period for which statistics of payrolls are available, there have been especially noteworthy increases in the salaries and wages reported in the non-ferrous metal, chemical, iron and steel, miscellaneous manufactured products, electrical apparatus and equipment and beverage industries. These gains have been associated with important

advances in employment; in most instances, however, the percentage rise in the latter has been proportionately less than that in the payrolls, with the result that, despite the continued dilution of labour, the average per capita earnings in these industries are higher than they were at the beginning of October, 1941. This statement, indeed, applies to the majority of manufacturing classes.

In making comparisons of the per capita averages in the various industries, it should be recalled that many factors contribute to the differences that exist. Prominent among these is the sex distribution of workers in the 133·1, showed an increase of 16·0 per cent; various industries, as indicated in tables appearing elsewhere in this report. Associated with the sex distribution is that of age, the women workers in general tending to belong in the younger age groups, where earnings are usually lower than among the more experienced employees. Another important factor is the presence or absence of overtime work.

Logging.—Employment in logging showed a seasonal increase which was decidedly below normal for the season. The 440 co-operating employers reported 45,005 workers; this was 1,241 more than at September 1. Employment generally was not so active as at the beginning of October in 1940 or 1941. Although the latest index, at 151·7, was many points lower than that of 174·0 at the same date of last year, there was a slight increase in the index of weekly payrolls during the 12 months. The indicated earnings at the latest date aggregated \$983,191; this was \$24,489 lower than the payrolls disbursed at the beginning of September, 1942.

The per capita average earnings at the date under review were \$21.85, as compared with \$23.03 paid on or about September 1. The October 1, 1941, average had been \$18.88. In considering the figures of aggregate and average earnings in logging, it must be recalled that they do not include the value of board and lodging, frequently a part of the remuneration of workers engaged in bush operations.

Mining.—The trend in mining continued downward; returns for October 1 were received from 430 operators whose employees numbered 76,831—885 fewer than at September 1. All three branches of the industry released workers, the largest losses being in the metallic ore division. The index of employment in the mining group at October 1, at 164·3, was 9·9 per cent lower than that of 182·3 at the same date in 1941.

The weekly payrolls reported at the latest date amounted to \$2,725,687, as compared with \$2,769,842 indicated at September 1. The decline was thus 1·6 per cent, while that in

the number of employees was 1.1 per cent. As a result of this disparity in the percentage rates, the per capita average earnings were lower, falling from \$35.64¹ at September 1, to \$35.48 at the beginning of October.

Communications.—There was a curtailment in employment in the communication group as a whole at October 1, when the reported employees numbered 28,296, compared with 28,604 in the preceding month. The decrease was somewhat larger than usual for the beginning of October. The reported payroll, however, was rather higher, standing at \$819,112, as compared with \$806,305 paid on or about September 1. As a result of this difference in the trends of employment and payrolls, the per capita average rose from \$28.19 at September 1, to \$28.95 at the first of October. Based on the 1926 average as 100, the latest index of employment was 105.9; this was a few points higher than the October 1, 1941, figure of 101.5. The index number of payrolls has risen by 10.3 per cent in the twelve months.

Transportation.—There was a considerable improvement in transportation as a whole at October 1, most of which took place in steam railway operation and shipping and stevedoring. The general advance in the group was seasonal, but greatly exceeded the usual gain at October 1. The level of employment was higher than at October 1 in any other year since 1929. The latest index was 111.7, compared with 104.2 at October 1, 1941. The staffs of the 564 firms and branches furnishing returns totalled 140,729, as compared with 138,675 at September 1. The weekly salaries and wages disbursed at October 1 were given as \$4,831,156, a figure only very slightly higher than that indicated at September 1. The average per capita weekly earnings fell from \$34.83 at September 1, to \$34.33 at the date under review. As compared with October 1, 1941, there was an increase of 7.2 per cent in employment and 12.1 per cent in the index of aggregate payrolls in transportation.

In construction and maintenance there was a contra-seasonal increase of 3,795 persons, bringing the reported employees to 188,660 at October 1. Building and highway work were more active; the gain in the former took place mainly in defence projects. Railway construction and maintenance departments, on the other hand, were slacker. The weekly payrolls reported by 1,514 co-operating employers were higher by 0.9 per cent; the latest aggregate was \$5,307,437. The disparity in the rates of increase in the employees and the salaries and wages was mainly due to variation in the

amount of overtime work, and partly to the fact that those newly added to working forces frequently come on at the lower rates of pay. The per capita average earnings fell from \$28.44 paid at September 1, to \$28.13 at the date under review.

The October 1 index in construction, at 149.6, was lower than that of 155.4 at the beginning of October of last year, there being a falling-off of 3.7 per cent in this comparison. However, there was an increase of 17.9 per cent in the reported payrolls in the 12 months.

Services.—Employment in the service division showed a decline which, though seasonal in character, was of less-than-usual proportions. The 616 employers from whom data were received reported a staff of 41,237, as compared with 41,918 at September 1. Of the October 1 personnel, 21,275 were females. The payrolls disbursed at the beginning of October amounted to \$738,933, compared with \$731,684 in the preceding period of observation.

The volume of employment was greater by 5.3 per cent than at October 1, 1941, while there was an increase of 14.9 per cent in the reported payrolls in the year. The per capita average earnings, at \$17.92 at the latest date, were higher by 46 cents than at September 1, also exceeding the October 1, 1941, average of \$16.40. Attention must be drawn to the fact that in hotels and restaurants, as in logging, many of those employed receive board and lodging as part of their remuneration; the former division constituted some 62 per cent of the total reported in the service division as a whole at the beginning of October.

Trade.—There was a fairly large gain in employment in trade at October 1; the improvement was seasonal according to the experience of the years since 1920, but was rather below normal in extent. Information was received from 2,207 establishments, whose personnel was increased from 156,450 at September 1, to 157,672 at the date under review. Of the latter number, 71,433 were females. The sum of \$3,874,334 was paid at October 1 in weekly salaries and wages by the co-operating firms, whose payrolls at September 1 had aggregated \$3,802,526. The per capita average was \$24.57 at the latest date, as compared with \$24.31 in the preceding report.

The index number of employment in trade at October 1 stood at 153.5, as compared with 160.9 at the same date in 1941. The latest figure, therefore, showed a decrease of 4.6 per cent in this comparison; the reported payrolls, however, were higher by 1.7 per cent.

Financial Institutions.—The number of returns received from financial institutions was 754, showing a personnel of 64,173, of whom 28,837 were women. At September 1, these

¹ Revised.

establishments had employed 64,148 persons. The weekly earnings disbursed at the date under review amounted to \$1,973,743, as compared with \$1,912,391 paid on or about September 1. The per capita weekly average was \$30.74, as compared with \$29.81 in the last report. Employment in financial institutions was greater by 1.9 per cent than at October 1, 1941, while the index number of payrolls, at 114.3, was higher by 7.8 per cent.

Employment and Payrolls by Economic Areas

Employment increased in five of the provinces, viz. Nova Scotia, New Brunswick, Quebec, Ontario and British Columbia, while the trend was downward in the Prairie Area and in Prince Edward Island. The greatest gains were in Nova Scotia and Ontario; among the provinces showing curtailment, that in Alberta was most pronounced. The amounts disbursed in weekly payrolls at October 1 were higher than at September 1 in Nova Scotia, New Brunswick, Quebec, Ontario, Manitoba and British Columbia.

Maritime Provinces.—Important expansion in industrial employment was indicated in the Maritime Provinces at October 1; the 947 co-operating establishments then reported a staff of 138,703 persons, as compared with 129,001 at the beginning of September. The number of females reported at October 1 was 17,446. The index of employment stood at 185.2, as compared with 175.4 at October 1, 1941. Substantial improvement was shown in Nova Scotia and New Brunswick, but there was a falling-off in Prince Edward Island.

Manufacturing afforded more employment in the Maritime Provinces as a whole; most of the gain was in vegetable food, textile and iron and steel plants, while animal food, lumber and pulp and paper factories were not so active. Logging, transportation and construction showed considerable increases, and there were minor gains in mining, services and trade.

The sum of \$3,507,581 was disbursed in weekly payrolls at October 1; this was an increase of \$81,010, or 2.4 per cent, from the wage payments reported by the same firms at September 1. Since the increase in employment took place to a considerable extent in the industries in which the rates of pay are below the average, there was a large decline in the contents of the average pay envelope, which fell from \$26.56¹ paid on or about September 1, to \$25.29 at October 1, 1942. The average at the same date in 1941 had been \$22.92. In the last twelve months, the index

of payrolls in the Maritime Provinces has risen by 14.1 per cent, while that of employment has increased by 5.6 per cent. The number of persons on the payrolls of the 917 firms furnishing data at the same date of last year was 131,225.

Quebec.—Activity in Quebec showed a further gain at October 1, when the 3,354 firms furnishing data reported 568,873 employees, of whom 139,889 were females. At the beginning of September, they had employed 563,898 persons. There was thus an increase of 0.9 per cent over the month. This gain was decidedly smaller than that recorded at October 1 in either 1940 or 1941, but approximated the average at the beginning of October in the years since 1920.

The sum of \$15,856,055 was distributed in weekly payrolls at October 1; as compared with \$15,599,407 paid on or about September 1; this was a rise of 1.6 per cent. The per capita average reported at September 1 had been \$27.66, while the latest average was \$27.87. At October 1, 1941, the per capita figure had been \$24.58. The index number of employment, at 194.5, was 11.8 per cent higher than at October 1 of last year, an increase which was accompanied by that of 27.2 per cent in the reported weekly payrolls.

A large proportion of the general advance in Quebec at October 1, 1942, took place in manufacturing, notably in vegetable food, tobacco, chemical, electrical apparatus and iron and steel plants. Pulp and paper, rubber and leather works, however, were quieter. Logging, mining and communications also afforded more employment, but employment in transportation, construction and services showed curtailment. Little general change took place in trade.

At October 1, 1941, 3,182 establishments had reported a personnel of 507,253 men and women, an increase of some 12,000 from September 1.

Ontario.—The trend in Ontario continued upward, but the number of persons added to the reported staffs at October 1 was below-average, being also smaller than at October 1, 1941. Returns were received from 5,687 establishments with a working force of 555,917 men and 193,926 women. This total of 749,843 was greater by 6,709, or 0.9 per cent, than the number they had employed at the beginning of September. The reported payrolls were also higher, showing an increase of 2.5 per cent; the total was \$23,064,431, as compared with \$22,504,142 at September 1. The latest per capita average was \$30.76, as compared with \$30.29 at September 1, 1942, and \$27.78 at the beginning of October, 1941. The index of employment, at 184.7 at October 1, reached

¹ Revised.

a new peak, being slightly higher than that of 183.0 at September 1, and 7.3 per cent above the October 1, 1941, figure of 172.2. The latest index of earnings was 18.4 per cent higher than a year ago.

Employment in manufacturing in Ontario showed continued, important advances; these were especially large in iron and steel and vegetable food factories, which reported 4,693 and 3,707 additional workers, respectively. There were smaller gains in beverage, electrical apparatus and non-ferrous metal factories. On the other hand, animal food, leather, lumber, pulp and paper, textile and some other classes afforded less employment. In the non-manufacturing groups, logging, mining, communications, transportation and services also showed curtailment. Construction and trade, however, were brisker.

At October 1, 1941, 5,498 employers had reported an aggregate working force of 699,141; this was nearly 13,000 more than the number they had employed at September 1, 1941.

Prairie Provinces.—Industrial activity was reduced in all three provinces in the Prairie Area at the beginning of October. Although declines have frequently been indicated at October 1, there has, on the average, been a rise in employment at that date in the years since 1920. Information for the date under review was furnished by 1,818 employers having 153,980 males and 34,224 females on their staffs; this total of 188,149 was smaller by 5,175 than that indicated at September 1, the loss amounting to 2.7 per cent. The weekly salaries and wages disbursed at the beginning of October were also slightly lower, at \$5,547,823, as compared with \$5,609,812 at the beginning of September. The per capita average earnings showed an increase, advancing from \$29.02 at September 1 to \$29.49 at the date under review.

In the last 12 months, industrial employment in the Prairie Provinces taken as a unit has increased by 3½ per cent, while there has been a gain of 12.4 per cent in the reported weekly payrolls.

The largest reductions in employment in the Prairie Area at October 1, 1942, took place in construction and maintenance. Transportation, communications, services, mining and manufacturing also released employees. Within the last-named, the lumber and pulp and paper division showed curtailment, while vegetable food factories were busier.

British Columbia.—Employment in British Columbia continued to expand, the firms reporting for October 1 having enlarged their personnel by 3,953 employees to 170,104 at the date under review, when the reported females numbered 26,834, or 15.7 per cent of

the total. The gain over September 1, which was contra-seasonal in character, took place largely in manufacturing, notably of food and iron and steel products; mining, transportation, construction and trade also showed improvement. The only general declines in the non-manufacturing classes were in logging and communications. Within the manufacturing division, however, lumber and pulp and paper mills and non-ferrous metal plants released employees.

The payrolls disbursed by the establishments co-operating at October 1 aggregated \$5,573,725, as compared with \$5,451,420¹ at September 1. The latest per capita average was \$32.77, four cents lower than in the preceding report. At October 1 of last year, 1,334 firms had made returns, showing an aggregate staff of 138,000. The contents of the typical pay envelope had then been \$28.05. In the last 12 months, the index of payrolls has risen by 41.8 per cent, while that of employment, at 183.6 at October 1, 1942, was 22.9 per cent higher than at the same date of 1941. The latest figure is the maximum in the record of over 21 years.

Employment and Payrolls by Cities¹

Industrial activity increased in seven of the eight cities for which statistics are currently tabulated. In Montreal, Quebec, Toronto, Windsor, Winnipeg and Vancouver considerable additions to the staffs were reported; there was a nominal gain in Hamilton, while employment in Ottawa showed a falling-off. The weekly payrolls report at October 1 in each of these centres were greater than at the beginning of September; the per capita averages were likewise higher than in the preceding period of observation, also exceeding those indicated at October 1, 1941.

Montreal.—Continued expansion was reported in Montreal, where manufacturing was decidedly more active, particularly in the iron and steel division. Gains on a smaller scale were indicated in vegetable food, tobacco, chemical, electrical apparatus and non-ferrous metal plants. Trade and services were rather brisker. On the other hand, transportation and construction released employees.

The 1,949 establishments co-operating at October 1 employed a staff of 267,270 persons, of whom 82,976, or 31 per cent, were females. At the beginning of September, these firms had reported 264,672 employees. The weekly payrolls received by those in recorded employment at the date under review amounted to \$7,815,246, 2.4 per cent more than had been paid in salaries and wages by the same employers at September 1. Since the percentage

¹ Revised.

gain in the earnings exceeded that of one per cent in the employees, there was a considerable rise in the per capita average, which stood at \$29.24 as compared with \$28.83 at the beginning of September. The October 1, 1941, figure had been \$25.74.

The latest index of employment, at 176.0, was 13 per cent above that at the same date of last year, while the payroll index has risen by 28.1 per cent in the 12 months.

Quebec City.—Employment showed further expansion at October 1; 231 employers reported a working force of 22,987 men and 12,524 women; this total of 35,511 persons exceeded by 1,261, or 3.7 per cent, the number reported in the preceding month. The weekly payrolls rose by 4.5 per cent, the indicated October 1 total being \$881,549. The weekly average stood at \$24.82, 18 cents above the previous maximum figure of \$24.64 at September 1. The per capita average paid on or about October 1, 1941, had been \$21.94. There were important increases in employment at the date under review in manufacturing, mainly in chemical and tobacco works. Construction was also more active, while little general change was shown in the other non-manufacturing industries.

The 219 firms furnishing statistics for October 1, 1941, had a combined working force of 25,495. The index of employment then stood at 183.8, as compared with 248.5, at October 1, 1942. This increase of 35.2 per cent was accompanied by that of 56.2 per cent in the recorded weekly payrolls in the 12 months.

Toronto.—Further improvement was noted in Toronto, the staffs of the 1,984 reporting firms aggregating 239,780, or 3,943 more than at September 1. The gain was of about the usual seasonal proportions. Of the total personnel at October 1, 153,351 were males, and 86,429 were females. A falling-off in employment was indicated in transportation and services, but the trend in the remaining industries was generally upward. The largest increases were in trade and in manufacturing, in which iron and steel works in particular, reported further extensive gains. There were smaller advances in vegetable food, textile, electrical apparatus and non-ferrous metal manufacturing, but employment in animal food, printing and publishing and rubber factories was quieter.

The weekly payrolls reported by the employers furnishing data amounted to \$7,341,521, as compared with \$7,075,501 paid on or about September 1, 1942. The index of employment at the latest date, at 186.6, was the highest in the record, being 14.2 per cent above that

of 163.4 at the same date of last year. The reported payrolls have risen by 26.5 per cent in the 12 months.

The per capita weekly earnings averaged \$30.62 at the beginning of October, as compared with an average of \$30 at September 1, 1942, and \$27.74 at October 1, 1941. The number of persons then employed by the 1,894 co-operating establishments was 209,763.

Ottawa.—Moderate curtailment was reported in Ottawa; most of the loss took place in construction, other industries showing little general change. Statistics were received from 250 employers, with a staff of 21,424, as compared with 21,571 in the preceding month; of the October 1 total, the female employees constituted 32.2 per cent, numbering 6,891. The weekly salaries and wages reported at October 1 aggregated \$562,091, a per capita average of \$26.24. The September 1 aggregate had been \$556,532, and the average, \$25.80. The October 1, 1941, per capita figure was \$24.49.

The index of employment in Ottawa, at 162.3, was very slightly higher than that of 161.1 at October 1, 1941, while there was in this comparison an increase of 7.7 per cent in the index of payrolls. The 243 establishments co-operating at October 1, 1941, had employed 21,222 persons.

Hamilton.—There was improvement on a small scale in Hamilton at October 1, according to statistics compiled from 352 firms with a staff of 44,476 men and 17,937 women; this total of 62,413 workers compared favourably with that of 62,266 in the preceding month. The weekly payrolls disbursed on or about October 1 amounted to \$2,000,439; this was an increase of 1.3 per cent over the salaries and wages paid by the same employers at the beginning of September. The gain in employment was 0.2 per cent. The per capita average earnings advanced, rising from \$31.70 in the preceding period of observation, to \$32.05 at the date under review.

The trend in manufacturing continued upward at October 1; most of the improvement took place in iron and steel and vegetable food plants. The non-manufacturing groups released some employees, but the changes were not pronounced.

At October 1, 1941, 339 reports had been tabulated, showing a personnel of 55,983 men and women. Over the 12 months, the index of employment has risen by 11.6 per cent, while that of payrolls has risen by 20.5 per cent. The latest index of employment, at 191.1, is the maximum to date.

¹The totals given in this section are those of the eight leading industries, excluding finance.

Windsor.—A substantial increase in employment was indicated in Windsor, where the 206 co-operating employers reporting a staff of 42,289, as compared with 40,357 in their last return; the October 1 figure included 6,174 women workers. The amount disbursed as weekly earnings was \$1,702,828, compared with \$1,599,945 at September 1. The latest per capita average was \$40.07, as compared with that of \$39.64 paid to the typical individual in recorded employment at September 1.

The increase in the personnel at the date under review took place mainly in iron and steel plants. Vegetable food and chemical factories, however, also showed heightened activity. In the non-manufacturing classes, construction reported improvement, while the changes in other industries were slight.

The 199 establishments furnishing data at October 1, 1941, had reported 33,044 employees. The latest index, at 311.2, was the maximum in the record, exceeding by 28 per cent that at the beginning of October, 1941. The index number of payrolls has advanced by 47.5 per cent over the twelve months.

Winnipeg.—There was a further moderate rise in employment in Winnipeg. The gain was largely in construction and trade, and in factories turning out vegetable food and iron and steel products. On the other hand, animal food and printing and publishing plants were slacker. A staff of 41,113 males and 15,519 females, or a total of 56,632 persons, was employed by the 560 firms whose returns were tabulated, and who had reported 56,039 employees at September 1. This increase of 1.1 per cent was accompanied by that of 1.5 per cent in the weekly payrolls, which aggregated \$1,560,919 at October 1, as compared with \$1,537,160 at September 1. The per capita

average advanced from \$27.43¹ at September 1, to \$27.56 at the beginning of October.

The latest index number of employment, at 135.8, reached a new high at the date under review, when it was 4.1 per cent above the October 1, 1941, figure of 130.5. The increase in the index of payrolls over the twelve months has amounted to 13.5 per cent. The 558 employers whose statistics had been tabulated at the beginning of October of last year had reported 54,420 men and women on their payrolls, while the per capita weekly average earnings had then been \$25.05.

Vancouver.—Continued important advances were indicated in Vancouver at the beginning of October. The increase again took place largely in manufacturing, particularly of iron and steel products. There were smaller increases in vegetable food factories, but the staffs of lumber mills were reduced. Transportation, construction, services, and trade recorded greater activity.

The 608 establishments furnishing data reported a working force of 84,452, of whom 17,351 were women. The employees reported at September 1 had numbered 81,406. The latest index, at 238.5, was 49.1 per cent higher than that of 160.0 at October 1, 1941. The persons in recorded employment at the date under review were paid the sum of \$2,720,788 in weekly salaries and wages, as compared with \$2,593,680 in the preceding period of observation. The index of payrolls has risen by 78.5 per cent since October 1, 1941. The per capita average, at \$32.22, at the beginning of October, 1942, compared favourably with those of \$31.86 at September 1, 1942, and \$26.94 at October 1, 1941, when the 585 establishments furnishing information had employed 56,394 persons.

Sex Distribution of Persons Employed by Establishments Furnishing Returns at October 1, 1942

The results of a special enquiry regarding the number of females in recorded employment at October 1 are contained in this addition to the current survey of employment and payrolls; this is the first occasion in the more than 20 years in which the current statistics have been collected that such information was required on the monthly questionnaires.

In its periodical survey of employment, the Economics and Statistics Branch of the Department of Munitions and Supply collected a great deal of information regarding the number of females in industrial employment as at August 1, 1942. In certain cases, the

figures of the sex distribution used in the present report are based upon such material. The records of the annual Census of Industry and other sources in the Bureau of Statistics were also drawn upon to confirm and interpret the information furnished by individual establishments at October 1, 1942.

Data showing the number of females in industry at a comparatively recent date possess considerable interest in themselves. The value of the statistics would undoubtedly be much greater were there perfectly comparable figures for an earlier period, to permit a measurement of the changes in the sex distribution of the workers in the larger establishments. Unfortunately, no strictly comparable figures are available.

¹ Revised.

SEX DISTRIBUTION OF WAGE EARNERS IN RECORDED EMPLOYMENT AT OCT. 1, 1942, WITH COMPARISONS FROM THE 1940 ANNUAL CENSUS OF INDUSTRY, THE 1931 DECENNIAL CENSUS¹ AND FROM OTHER SOURCES IN THE DOMINION BUREAU OF STATISTICS.

Industries	Current Statistics of Employment, Oct. 1, 1942				Comparative Data ¹			
	Men		Women		Men		Women	
	No.	No.	P.C.	P.C.	No.	No.	P.C.	P.C.
Manufacturing	844,501	292,741	74.3	25.7	595,684	166,533	78.2	21.8
Animal products—edible.....	28,444	6,900	80.5	19.5	35,896	4,707	88.4	11.6
Fur and products.....	1,947	1,090	64.1	35.9	3,424	1,714	66.6	33.4
Leather and products.....	16,875	11,652	59.2	40.8	18,503	9,395	66.3	33.7
Boots and shoes.....	9,892	7,498	56.9	43.1	11,002	6,718	62.1	37.9
Lumber and products.....	58,032	6,014	90.6	9.4	76,751	5,974	92.8	7.2
Rough and dressed lumber.....	36,045	2,477	93.6	6.4				
Furniture.....	8,850	985	90.0	10.0	10,781	760	93.4	6.6
Other lumber products.....	12,227	3,462	77.9	22.1				
Musical instruments.....	845	168	83.4	16.6	547	36	93.8	6.2
Plant products—edible.....	36,045	25,081	59.0	41.0	46,473	18,280	71.8	28.2
Pulp and paper products.....	65,050	16,636	79.6	20.4	66,661	11,482	85.3	14.7
Pulp and paper.....	35,261	2,283	93.9	6.1	33,323	1,396	96.0	4.0
Paper products.....	8,921	5,098	59.8	40.2	4,152	1,768	70.1	29.9
Printing and publishing.....	20,868	8,355	71.4	28.6	29,186	8,318	77.8	22.2
Rubber products.....	10,679	5,532	65.9	34.1	10,330	3,967	72.3	27.7
Textile products.....	61,463	83,883	42.3	57.7	66,601	72,372	47.9	52.1
Thread, yarn and cloth.....	27,257	21,650	55.7	44.3	27,982	16,273	63.2	36.8
Cotton yarn and cloth.....	14,056	11,151	55.8	44.2	15,801	8,663	64.6	35.4
Woolen yarn and cloth.....	6,648	5,778	53.5	46.5	6,603	4,676	58.5	41.5
Artificial silk and silk goods.....	8,553	4,721	59.1	41.9	5,578	2,934	65.5	34.5
Hosiery and knit goods.....	7,791	13,934	35.9	64.1	9,018	14,207	38.8	61.2
Garments and personal furnishings.....	607	1,005	33.5	66.5	18,286	33,854	35.1	64.9
Other textile products.....	8,186	9,331	46.7	53.3				
Tobacco.....	3,825	7,543	33.6	66.4	5,165	5,887	46.7	53.3
Beverages.....	11,602	2,416	82.8	17.2	12,335	1,197	91.2	8.8
Chemicals and allied products.....	55,533	30,427	64.6	35.4	21,171	6,511	76.5	23.5
Clay, glass and stone products.....	12,436	2,489	83.3	16.7	11,284	1,139	90.8	9.2
Electric light and power.....	16,534	2,100	88.8	11.2	15,711	1,411	91.8	8.2
Electrical apparatus.....	24,244	14,346	62.8	37.2	18,582	6,538	74.0	26.0
Iron and steel products.....	370,300	60,318	86.0	14.0	154,260	10,056	93.9	6.1
Crude, rolled and forged products.....	29,916	2,084	93.5	6.5				
Machinery (other than vehicles).....	23,101	4,280	84.4	15.6	16,608	1,537	91.5	8.5
Agricultural implements.....	9,454	1,412	87.0	13.0	6,527	330	95.2	4.8
Land vehicles.....	141,129	20,133	87.5	12.5				
Automobiles and parts.....	39,417	4,883	89.0	11.0	25,084	2,155	92.1	7.9
Steel shipbuilding and repairing.....	53,718	1,231	97.8	2.2	9,584	123	98.7	1.3
Heating appliances.....	4,618	478	90.6	9.4	5,295	301	94.6	5.4
Iron and steel fabrication (n.e.s.).....	19,582	1,787	91.6	8.4				
Foundry and machine shop products.....	14,659	1,871	88.7	11.3				
Other iron and steel products.....	74,024	27,042	73.2	26.8				
Non-ferrous metal products.....	46,952	8,986	83.9	16.1	26,261	2,936	89.9	10.1
Non-metallic mineral products.....	14,136	1,106	92.7	7.3	12,301	691	94.7	5.3
Miscellaneous.....	9,459	6,049	61.0	39.0	9,130	3,651	71.4	28.6
Logging	44,217	788	98.2	1.8	45,132		100.0	
Mining	75,266	1,565	98.0	2.0	46,629	305	99.4	0.6
Coal.....	24,598	263	98.9	1.1	17,623	65	99.6	0.4
Metallic ores.....	40,204	729	98.2	1.8				
Non-metallic minerals (except coal).....	10,464	573	94.8	5.2				
Communications	14,805	13,491	52.3	47.7	17,057	15,406	52.5	47.5
Telegraphs.....	6,145	1,224	83.4	16.6	270	976	88.2	11.8
Telephones.....	8,660	12,267	41.4	58.6	1,787	14,430	40.4	59.6
Transportation	132,298	8,431	94.0	6.0	185,606 ²	5,678 ²	97.0	3.0
Street railways, cartage and storage.....	35,308	2,954	92.3	7.7	46,183	1,215	97.4	2.6
Steam railways.....	72,767	4,816	93.8	6.2	111,141	3,706	96.8	3.2
Shipping and stevedoring.....	24,223	661	97.3	2.7	28,282	757	97.4	2.6
Construction and Maintenance	186,065	2,595	98.6	1.4	137,870	1,361	99.0	1.0
Building.....	76,958	1,282	98.4	1.6				
Highway.....	67,811	1,186	98.3	1.7				
Railway.....	41,296	127	99.7	0.3				
Services	19,962	21,275	45.4	54.6	35,996	26,452	57.6	42.4
Hotels and restaurants.....	14,097	11,290	45.5	54.5	30,267	21,922	58.0	42.0
Personal (chiefly laundries).....	5,865	9,985	37.0	63.0	5,729	4,560	55.7	44.3
Trade	86,239	21,433	54.7	45.3	172,414	67,779	71.8	28.2
Retail.....	58,764	61,735	48.8	51.2	133,058	59,934	68.9	31.1
Wholesale.....	27,475	9,698	73.9	26.1	39,356	7,845	83.4	16.6
All Industries (except Finance)	1,403,353	412,319	77.3	22.7				
Finance	35,336	28,837	55.1	44.9	52,282	22,133	70.3	29.7
Banks and Trust Companies.....	19,528	17,903	52.2	47.8	21,153	6,447	76.6	23.4
Brokerage and Stock Market.....	866	411	67.8	32.2	8,737	3,844	69.4	30.6
Insurance.....	14,942	10,523	58.7	41.3	22,392	11,842	65.4	34.6
Total	1,438,689	441,156	76.5	23.5				

¹ The comparative statistics in manufacturing are those of the Census of Industry for 1940; the monthly averages of the figures currently received in that year are given to show the extent to which the monthly surveys cover the total numbers of employees reported annually to the Census of Industry. The figures for logging are those tabulated by the Forest Products Branch for the winter of 1940-41. The comparative figures for the remaining non manufacturing industries are taken from the Decennial Census of 1931.

² Includes many employees elsewhere classified in the current employment statistics.

Decennial Census.—An estimate based on a ten per cent sample hand count of the latest census data indicated that at June 1, 1941, the wage-earners aged 14 years and over, numbered 2,864,620, of whom 2,164,710 were males and 699,910 were females. These estimates imply an increase of seven per cent in the number of males and of almost 28 per cent in the number of female wage-earners as compared with the figures of the 1931 census; the increase in the number of males was, of course, seriously affected by the fact that at the date of the 1941 Census, some 300,000 men had enlisted in the armed forces. The estimated number of women workers constituted 24.4 per cent of the total employees at June 1, 1941, while in 1931 the proportion of females had been 21.3 per cent.

The workers of both sexes enumerated in the Censuses include large numbers engaged in agriculture, domestic and personal, governmental, health and educational services, and other industries which are not covered in the current surveys. Thus, in 1931, these classes accounted for about 30 per cent of the total wage-earners then enumerated, and for almost 51 per cent of the women employees; the industrial distribution from the 1941 Census is not yet available. Of the wage-earners enumerated in the 1931 Census in the industries covered in the monthly surveys of employment, the proportion of women was only 16.7 per cent, 83.3 per cent of the approximately 1,475,000 persons at work in these classes at the Census date having been males.

The information now published from the 1941 Census is too fragmentary to permit any satisfactory comparison with the statistics tabulated at October 1, 1942; the above data, however, are given as being relevant to the subject, and roughly indicative of the growth in the proportion of women wage-earners in the decade.

Statistics of the Unemployment Insurance Commission.—At March 31, 1942, the number of persons insured by the Unemployment Insurance Commission was 2,465,100, of whom 655,096, or 26.6 per cent, were females; these figures are based upon registration cards received at the Dominion Bureau of Statistics between July 1, 1941, and March 31, 1942, but do not make allowance for any persons who may have left the scheme. To date, sufficient data are not available to permit the establishment of the statistical relationship which exists between the current returns on employment and payrolls and those of the Unemployment Insurance Commission. The latter, however, include a considerable number of employees not covered in the monthly returns.

Census of Industry.—For the purpose in hand (namely, the establishment of comparisons of the sex distribution of wage-earners), the most satisfactory statistics available are those of the annual Census of Industry which, however, extends only to manufacturing. The latest published material is for 1940, since when there have been far-reaching changes in the proportions of males and females in many industries. Another qualification possibly affecting the value of the comparisons is the difference in the coverage of industry, the Census taking in all establishments without reference to their size, while the current surveys are limited, in the main, to establishments ordinarily employing 15 persons and over. Thus, the 6,541 factories furnishing monthly data in 1940 constituted only 25.6 per cent of those reporting to the Annual Census, but their employees, numbering 657,418, constituted some 86 per cent of the total number employed by all factories in the Dominion. It is probable that the growth of employment in the large war industries has resulted in the inclusion of increasingly great proportions of the total wage-earners in the current surveys of employment and payrolls.

Statistics are not available to show the sex distribution of employees according to the size of establishments, but it is likely that, normally, the smaller factories tend, in general, to employ a greater-than-average proportion of female workers, for the reason that such establishments chiefly belong in the light manufacturing industries.

Another difficulty found in comparing the data of the Census of Industry and the current surveys lies in the matter of industrial grouping and classification. The basis of coding the returns in the two branches is similar, being in each case the chief component material plan. However, the different purposes for which the two series are prepared necessitate different groupings within the various industries. The Census publishes the data in much greater detail than is possible in enquiries such as the monthly surveys.

As stated elsewhere, employment in the Dominion ordinarily reaches its annual maximum at September 1 or October 1, so that under normal circumstances, the number of females employed at October 1 would be above the average for the year; most of the data here used from the 1940 Census of Industry are averages. In that year, the number of females reported in all manufacturing industries in September constituted 22.6 per cent of the total persons employed during the month, a proportion which was not much higher than that of 21.8 per cent based on the annual averages.

From the above qualifications, it is evident that the comparisons made between the sex distribution of workers according to the 1940 Annual Census of Industry and that obtained in the current survey for October 1, 1942, must be regarded as indicative of the trends, rather than as showing absolute changes in the sex distributions, or in the numbers of female wage-earners. Had it been possible to segregate the 1940 and the 1941 census data for the firms co-operating in the monthly enquiries, the comparisons would obviously have been of much greater value.

The Non-manufacturing Industries.—Comparisons for these industries have in the main to be made with the 1931 Decennial Census data, which do not afford a very satisfactory basis for the purpose, in view of (1) the lapse of time since then, characterized by great changes in industrial conditions, (2) the difference in the situation arising from the fact that 1931 was a year of declining employment, while activity generally at October 1, 1942, was brisk; only in construction was the index of employment lower at that date than in 1931, (3) differences in the industrial classifications, and (4) the seasonal influences which may differently affect the sex distribution of workers as between June 1 and October 1. It is noteworthy that in times of depression there is a tendency for male workers, in general, to be affected by unemployment to a greater extent than females; the more favourable position of the latter in this respect is largely a consequence of their concentration in the industries contributing immediately to the consumers' needs for services or commodities. This difference in the incidence of unemployment is another factor whose effect upon the 1931 data cannot be assessed, but which may have tended to raise the proportion of females as indicated in the Census taken in that year. As a result of these qualifications, the value of the comparisons of the statistics of sex distribution in the non-manufacturing classes is limited, as in the manufacturing divisions, being useful only as roughly indicative of the general direction of the trends since the Census date.

Sex Distribution of Persons in Recorded Employment at October 1, 1942

The 13,200 establishments in the eight leading industries furnishing monthly statistics of employment and payrolls at the beginning of October, reported that they then employed 1,403,353 males and 412,319 females, the former constituting 77.3 per cent, and the latter 22.7 per cent of the total personnel of 1,815,672. When the data for financial institutions are included, the figures are increased to 1,438,689 in the case of males, and to 441,156 in the case

of females, the aggregate of 1,879,845 consisting of 76.5 per cent men, and 23.5 per cent women workers. As already stated, there are no entirely satisfactory figures with which these data may be compared; however, it is evident that since 1931, there have been substantial increases in the proportion of women workers in the industries included in the current surveys; at the Census date (June 1), the ratio of females in the comparable industries was 167 per thousand. The October 1, 1942, figure of 235 per thousand represents a growth of nearly 41 per cent in this proportion in the 11 years. No allowance can be made for any differences in the situation at June 1 and October 1 which may be due to seasonal causes.

Practically 71 per cent of the total of 412,319 women workers reported at October 1 by the larger establishments in the eight leading industries, were employed in manufacturing; this percentage falls to 66.4 if the figures for financial institutions are included in the all-industries total. The females in trade (71,433) constituted the second largest group, with those in finance (28,837) services (21,275) and communications (13,491) coming next in order. The remaining 13,379 women on the staffs of the co-operating firms were distributed among the logging, mining, transportation and construction divisions. In every case, the ratio of female workers in these industries has risen since the 1931 Census was taken; except in communications, the increases in the decade have been considerable. To an important extent, the growth in many cases has undoubtedly been at the expense of other industries ordinarily employing large numbers of women, notably domestic and personal services. The remainder have been recruited from those who were formerly unemployed, adolescent girls, home-makers and other women who under ordinary circumstances would not belong to the wage-earning population.

Significant increases in the numbers and proportion of female workers have recently been indicated in manufacturing, a development which is perhaps more remarkable for the reason that a large part of the expansion in industry resulting from the war has taken place in the heavy industries. In 1940, the Census of Industry reported that 218 per thousand persons engaged in manufacturing were females, a ratio which was considerably smaller than that of 257 recorded by the larger employers at the beginning of October, 1942; the proportion of female workers per thousand in September, 1940, was 226. Thus in the two years, there has been an increase of 13.7 per cent in the proportion of women wage-earners in factories, while as compared with the 1940

average, the gain at October 1, 1942, amounted to practically 18 per cent. It is not possible to say what the variation might have been had it been practicable to exclude the smaller establishments from the Census Statistics, but it is probable that their exclusion would have lowered the 1940 ratio of female labour, resulting in a rather larger percentage gain in the comparison between the proportions in 1940 and at the latest date.

It has already been stated that the data of the annual Census of Industry are not strictly comparable with those of the monthly surveys of employment, for the reason that the former enquiries take in all manufacturing establishments without reference to size, while the latter are limited, in the main, to those ordinarily employing 15 persons and over. The probability has also pointed out that the smaller establishments excluded from the current surveys would tend to employ a rather greater-than-average percentage of female wage-earners, so that if anything, the latest figures understate the proportion of females in the total wage-earning population. Bearing in mind these qualifications, it is interesting to note that where the number of males employed by the sample firms reporting at October 1, 1942, exceeded by 35 per cent the number of men on the staffs of all manufacturing establishments in September, 1940, the number of females has risen by 60 per cent; the gain in this comparison in the number of workers of both sexes has amounted to 40 per cent in the two years.

The different groups of manufacturing showed considerable variations in the proportions of female wage-earners; these ranged from 73 per thousand in non-metallic mineral products, and 94 per thousand in lumber, to 577 per thousand in textiles and 664 per thousand in tobacco factories, in both of which the level of employment in the early autumn is above the yearly average. It is almost a foregone conclusion that normally, many of those taken on during the active season in the last two groups are females; it must also be noted, however, that no increase of any consequence was indicated in textiles from September 1 to October 1, nor was the increase in tobacco particularly pronounced. The high ratios in these two industries may be compared with the 1940 proportions of 521 per thousand in textiles and 528 per thousand in tobacco.

Approximately 29 per cent of all females reported in manufacturing at October 1 were engaged in textile factories of one sort or another. The next largest group of female workers (namely, 60,381), was reported in iron and steel plants, in which, however, the proportion of female workers was only 140 per

thousand. The latter was nevertheless substantially higher than that of 61 per thousand according to the 1940 Census of Industry. Within the iron and steel division, especially large numbers of women were employed in firearm and aircraft factories, in which the ratios of females were also relatively high, viz., 350 and 234 per thousand, respectively. The third largest group of women in iron and steel belonged in automobile plants, in which, however, they constituted only 11 per cent of the total wage-earners at October 1. Chemical works provided employment for 30,427 females, who numbered 354 per thousand of the total personnel in this industry; the 1940 ratio had been 235 per thousand. An extremely large percentage of the October 1 total of women in chemical factories was engaged in the production of explosives and ammunitions, while drug manufacturing accounted for over 10 per cent of the total.

In the vegetable foods group, in which activity at October 1 was seasonally high, the number of female workers was given as 25,081, being 410 per thousand, as compared with 282 per thousand, on the average, in 1940. Important increases in the ratios of female workers were also indicated in electrical apparatus (372 per thousand, as compared with 260 in 1940), pulp and paper (204 per thousand as compared with 147 in 1940), and non-ferrous metal products (161 per thousand as compared with 101 per thousand in 1940).

In connection with these changes in proportions, attention should be drawn to the fact that the employment of greater numbers of female workers is in many cases due in part to changes in the products manufactured by individual establishments, and partly to extensive rearrangement of the procedure followed in turning out the former products, so as to permit the employment of women and girls. There has of course been a tremendous increase generally in employment in manufacturing establishments during 1941 and 1942, the industrial war effort having, on the whole, been in its preliminary stages in 1940.

The concentration of female wage-earners in the leading cities is also noteworthy, 59.5 per cent of the Dominion total at October 1 being reported by manufacturers in the following centres: Montreal, Quebec, Toronto, Ottawa, Hamilton, Windsor, Winnipeg and Vancouver. This proportion is considerably higher than that of 50.4 per cent for men employees in manufacturing in these centres at the date under review.

In Montreal, 63,792 females, were employed by the co-operating factories, the proportion being 319 per thousand employees. Toronto showed a rather smaller number, namely,

61,458 females, but the ratio, at 345 per thousand, was higher than that in the Montreal area. The greatest proportion of female labour employed in manufacturing was in the city of Quebec, where 10,545 women workers were reported, being 394 per thousand.

Logging.—The female employees reported in logging appeared to be almost entirely engaged in clerical work; they numbered 788, or 18 in each thousand on the payroll. While recent press statements have indicated the employment of women in the more manual occupations in logging, the October 1 survey did not reflect this development on any important scale.

Mining.—The women reported in mining at the beginning of October numbered 1,565, or two per cent of the total staff. In the 1931 Census, the proportion of women workers was 0.6 per cent. The majority of females in mining were engaged in the metallic ore group, which employed 729 females, while non-metallic minerals, except coal, provided work for 573 women. It seems likely that such persons, together with the 263 reported in coal mining at the beginning of October, were almost entirely engaged in office work.

Communications.—Of the aggregate of 28,296 workers employed by the co-operating communication companies, 13,491, or 477 per thousand were females. This proportion shows only a slight difference from that of 475 per thousand at the 1931 Census. The number of women reported by telephone companies was 12,267, or 586 per thousand of the total of both sexes; this ratio was slightly lower than that of 596 per thousand in 1931. In view of the fact that the substitution of mechanical for manual switchboard equipment in the last decade has largely displaced women workers, the virtual maintenance of the proportion of female workers must represent a substantial gain in the proportion of women in clerical and other occupations in the telephone industry. While the number of females reported by telegraph companies was relatively small (1,224), the proportion of 16.6 per cent was higher than that of 11.8 at the Census date.

Transportation.—The females employed in transportation at the beginning of October numbered 8,431, or 60 per thousand workers of both sexes. This proportion is double that indicated in the Census of June 1, 1931. Of the October 1 total, 4,816 women belonged in the steam railway operation group, of which they constituted only 6.2 per cent of the total employees. In 1931, the ratio had been three per cent; the number then listed under transportation included a considerable number of persons who are elsewhere classed in the code used in compiling the current statistics of em-

ployment and payrolls; however, it is likely that the proportion of women workers to males would not be appreciably affected by this difference in classification. In the street railway, cartage and storage group (including motor transportation companies), were employed 2,954 women, who constituted 7.7 per cent of the total staff reported at October 1. This proportion is not large enough to suggest any extensive substitution of women for men in other than clerical work.

Construction and Maintenance.—Of the 188,660 employees reported by the co-operating construction firms at the beginning of October, 2,595 were females, whose ratio was only 14 per thousand of both sexes. At June 1, 1931, the proportion had been one per cent. Of the October 1, 1942, total, 1,282 women were employed by building contractors, 1,186 by employers in the highway construction group, while in railway construction and maintenance only 127 females were reported.

Services.—This is the only one of the main industrial group to report a majority of female employees; the 21,275 women on the staffs of the establishments furnishing data at October 1 constituted 516 per thousand of the total for both sexes in the service group. The ratio at the Census date had been 424 per thousand. The co-operating hotels and restaurants provided work for 11,290 females; their proportion of 445 per thousand of both sexes was less than that of 630 per thousand in miscellaneous personal services, which are made up chiefly of laundry and dry cleaning plants. The females in the latter numbered 9,985. At the Census date, the ratio had been only 443 per thousand.

Trades.—The trading establishments furnishing information at the beginning of October reported 71,433 female workers, who constituted 453 per thousand employees of both sexes. This proportion substantially exceeded that of 282 per thousand at June 1, 1931. The increase in the ratio in retail trade was particularly significant; where the number of women wage-earners had formed 311 per thousand of the total reported in this industry at the Census date, the proportion at October 1, 1942, was 512 per thousand. In this comparison, it must be pointed out that retail trade is ordinarily more active at the beginning of October than in the early summer, and it is likely that under normal conditions, the growth in employment between these two dates would take place mainly among women. In wholesale trade, the proportion of females had increased from 166 per thousand at the Census date, to 261 at the beginning of October.

Finance.—The women employed in the finance group at October 1 were exceeded in

number only by those in manufacturing and trade. Of the total of 64,173 persons in the employ of the co-operating financial institutions, 28,837 were females, who formed 449 per thousand of the total employees, as compared with 297 per thousand in 1931. Banks and trust companies reported especially large staffs of women, who numbered 17,903 at the beginning of October; their proportion to the total of both sexes was 478 per thousand. At the Census date, only 6,447 females, or 234 per thousand employees, had reported themselves as at work in such institutions, so that since then there has been a very significant growth in both the number and proportion of women workers in the finance group.

Women Workers by Economic Areas

An extremely large proportion of the Dominion total of 412,319 females employed at October 1 by the co-operating establishments in the eight leading industries belonged in Quebec and Ontario, where the reported women workers numbered 139,889 and 193,926, respectively. The ratio in the former area was 339 in each thousand employees, and in the latter, 470 per thousand; these two provinces together employed practically 809 in every thousand females in recorded employment throughout Canada at the beginning of October. The proportion is very slightly lower if the statistics for financial institutions are included, but in this case, the number of women workers in Quebec rises to 147,213 and in Ontario, to 208,200. The concentration of men workers in the central provinces was much less marked, 702 per thousand of all males reported by the firms furnishing data at October 1 belonging in Quebec and Ontario.

The highest ratio of women in the provincial total for both sexes was found in Ontario, where 25.9 per cent of the reported staffs were females; including finance, the proportion was 26.7 per cent. In Quebec, 24.6 per cent of all employees in the eight leading industries, and 25.1 per cent in the nine groups, were women. In the Maritime and Prairie Provinces and British Columbia the ratios were decidedly smaller, being as follows for the eight leading industries: 12.6 per cent, 18.2 per cent and 15.8 per cent, respectively. Including financial institutions the proportions of female labour were: Maritime, 13.3 per cent, Prairies, 19.3 per cent and British Columbia, 16.5 per cent.

The concentration of females in factory employment in the provinces of Quebec and Ontario is even more striking than in all industries. Of the total of 292,741 in manufacturing at October 1, over 38 per cent belonged in Quebec and almost 50 per cent

in Ontario. This proportion of 88 per cent in the two provinces did not represent any increase in the ratio from that indicated in all factories in 1940.

The women factory workers in Quebec constituted 29.7 per cent of the total employees of both sexes, while in Ontario the percentage was 27.2. Elsewhere, the proportions were decidedly lower, viz., 16.3 per cent in the Maritimes, 18.5 per cent in the Prairie Area, and 13.3 per cent in British Columbia.

The highest ratio of female workers in Quebec was in the tobacco industry, in which 69.3 per cent of the workers were women. In Ontario, the greatest proportion, of 58.2 per cent, was in textiles; this ratio exceeded that of 56.2 per cent of female labour in textile factories in Quebec, where the number of women in those industries was considerably larger than in Ontario. In the Maritime Provinces, the textile, vegetable food, trade and service groups employed larger numbers of women workers than any other industry; the highest proportions were also recorded in these classes. A fairly similar distribution prevailed in the Prairie Area where iron and steel products also provided work for a considerable number of women. Trade, vegetable foods, iron and steel and services reported the largest staffs of females in British Columbia; except in iron and steel, these industries also had a greater-than-average proportion of women workers.

As already explained, the actual numbers of persons reported in the current surveys for October 1, 1942, and those reported for 1940 should not be directly compared, the comparisons, in the main, being limited to the proportions. However, it is noteworthy that in each of the industrial groups in Canada as a whole, the number of women employed by the larger manufacturers at October 1 considerably exceeded the number reported by all factories in 1940, a situation which did not in all cases extend to the male employees. Without exception, the proportion of females in each thousand persons on the staffs, was substantially higher at the later date.

The gains which perhaps arouse the greatest interest are those which have taken place generally in iron and steel; the number of women reported at October 1 in these industries numbered 60,318, as compared with 10,056 in 1940. The former figure constituted over one-fifth of the total number in manufacturing at the date under review, while in 1940, just over six per cent of the total females in factory employment belonged in the iron and steel group. In the Dominion as a whole, the women made up 140 in each thousand persons employed in iron and steel plants at October

1, 1942, a proportion which considerably exceeded that of 61 per thousand in 1940. In Quebec, 127 per thousand were females; this ratio was more than double that of 62 per thousand according to the latest Census of Industry. In Ontario, 178 per thousand employees were women, representing a substantial increase over the proportion of 70 per thousand in 1940.

The non-ferrous metal industries now also provide employment for a much greater proportion of females than in any previous period. At October 1, 247 in each thousand workers were women and girls, while the 1940 ratio had been only 174 per thousand. Important increases in the number and the proportions of females were reported in the manufacture of electrical apparatus and in other non-ferrous metal factories.

The textile industries have always employed large numbers of women and girls, who constitute a substantial proportion of the total staffs in such factories. From 521 per thousand in 1940, the ratio of female labour in this division has increased to 577 per thousand at October 1. Another class of industries providing employment for important numbers of females is the vegetable food group, in which the ratio has risen from 283 per thousand according to the latest Census of Industry, to 395 per thousand at the date under review, when employment was seasonally active.

Among the broad groups which still employ relatively small proportions of women are the non-metallic mineral products, iron and steel (already dealt with above), and the wood and paper industries; nevertheless, the ratio of female labour in each of these has considerably increased since 1940.

Unemployment in Trade Unions at the Close of October, 1942

Unemployment in the following report has reference to involuntary idleness due to economic causes. Persons who are engaged at work outside their own trades, or who are involved in industrial disputes are excluded from these tabulations. As the number of unions making returns varies from month to month, with consequent variations in the membership upon which the percentage of unemployment is based, it should be understood that such figures have reference, only, to the organizations reporting.

Returns were tabulated in October from 2,246 labour organizations having a combined membership of 389,236 persons. Of these 2,820, or a percentage of 0.7 were reported as without work, in comparison with percentages of 0.8 in September and 3.1 in October, a year ago. Unemployment among union members at this time, was due principally to temporary

Women Workers in the Eight Leading Cities

Firms in the eight leading industries in the cities of Montreal, Quebec, Toronto, Ottawa, Hamilton, Windsor, Winnipeg and Vancouver, reported a staff of 245,801 females, who constituted 59.6 per cent of all women workers employed by the establishments furnishing returns at October 1. If the statistics for financial institutions are included, the number of females in the larger centres rises to 263,946, or 59.8 per cent of the Dominion total for the nine industrial groups. The proportion of women workers in the eight cities to the Dominion aggregate is considerably greater than that of 44.6 per cent for workers of both sexes. As already stated, the women employed in manufacturing establishments in the leading cities at October 1 accounted for 59.5 per cent of the total in the co-operating factories throughout the Dominion.

The cities of Toronto and Montreal provided work for greater numbers of females than any other city; in the former, 92,932 women were reported, and in the latter, 88,697. In these cities, the females constituted 36.6 per cent and 31.7 per cent, respectively, of the aggregate personnel reported in Toronto and Montreal.

In all cities, the largest groups of women workers were reported in manufacturing and trade, services taking third place as a source of employment for females. Financial institutions provided work for a considerable number of women, while the proportions of females in the remaining non-manufacturing industries in the larger cities were small.

lay-offs. The fractionally higher employment level in October, was traced to a moderate betterment for union members in the building and construction trades; the unemployment percentage in this group declined from 3.2 to 2.2, which was more than sufficient to offset the very slight contraction in work for members in the manufacturing industries. Employment for members of trade unions, showed an unvaried expansion since the close of June. The percentage of 0.7 for October was also the lowest for any month in these records, which were published on a monthly basis, for the first time, in January, 1919. Prior to that date, the trade union report appeared quarterly.

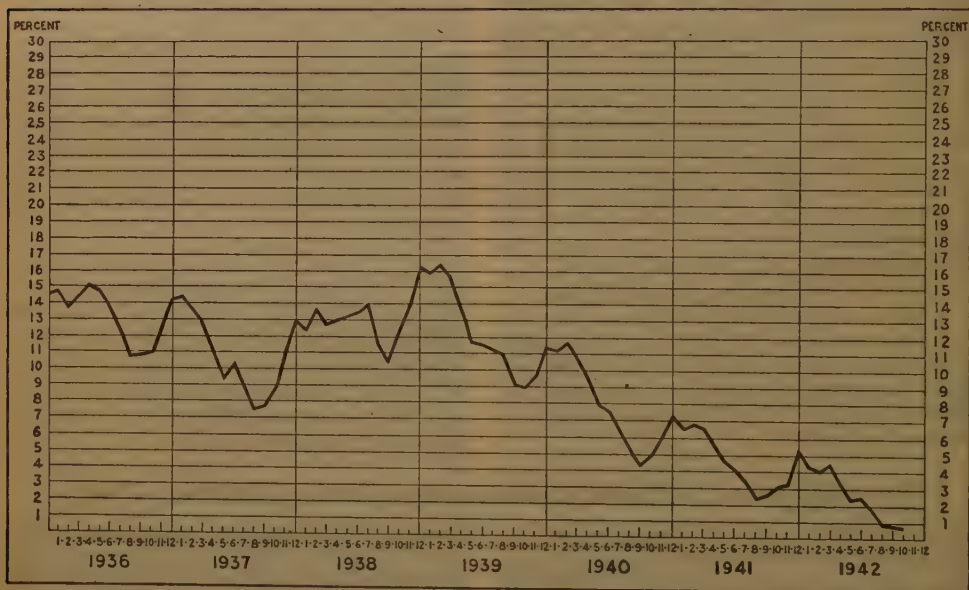
In table I the percentages of unemployment are shown by provinces. It will be observed that these ranged from 0.2 in British Columbia to 1.2, in both New Brunswick and Quebec.

As in the preceding month, the percentages of members reported as without work were fractional in every province, with the exception of these latter two. Slightly higher employment levels than those shown in September were apparent in Nova Scotia, Quebec, Manitoba, Saskatchewan and British Columbia. In Ontario and Alberta the unemployment percentages remained unchanged, while in New Brunswick there was a fractional recession in available work. In comparison with reports tabulated in October, 1941, much more employment was apparent in Quebec, in which province the percentage declined from 4.7 to 1.2. Noteworthy expansion was apparent, likewise, in Manitoba, Saskatchewan, Alberta and British Columbia, while in Nova Scotia and Ontario there were increases in

employed members in Saint John and Vancouver remained unchanged. On the other hand, in Halifax union members reported a very slight employment contraction. Compared with October, 1941, pronounced expansion was reflected in reports received from unions in Halifax, Montreal, Toronto and Vancouver. Noteworthy increases in work were manifested likewise, in Winnipeg and Edmonton, while in Regina and Saint John there were slightly higher employment levels.

The chart which accompanies this article shows the trend of unemployment from January, 1936, to date. The curve in October, 1942, rested at a fractionally lower level than in the previous month, thus indicating a very slight employment advance. The point of the curve was substantially lower than in October,

PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADES UNIONS



work, although to a lesser degree. The percentage of unemployed members in New Brunswick remained unchanged.

A separate compilation is made each month of unemployment among trade union members in the largest city in each province with the exception of Prince Edward Island. These percentages ranged from 0.2 in Toronto, Regina and Vancouver to 1.2 in Saint John. With the exceptions of Saint John and Edmonton the percentages of those without work in each of the other cities was fractional, only. In comparison with the preceding month, a moderately higher employment level prevailed in Regina; in Montreal, Toronto and Winnipeg minor improvements were apparent. In Edmonton there was a very slight betterment only, while the percentages of unem-

ployed members in Saint John and Vancouver remained unchanged. On the other hand, in Halifax union members reported a very slight employment contraction. Compared with October, 1941, pronounced expansion was reflected in reports received from unions in Halifax, Montreal, Toronto and Vancouver. Noteworthy increases in work were manifested likewise, in Winnipeg and Edmonton, while in Regina and Saint John there were slightly higher employment levels.

For the manufacturing industries 751 returns were tabulated comprising a membership of 211,517 persons, of whom, 967, or a percentage of 0.5 were without work in comparison with 0.4 in September and 2.4 per cent in October, a year ago. A slightly higher employment level prevailed for union members in the iron and steel, printing trades and for hat, cap and glove workers. As will be seen in table II, the percentages of unemployment in these trades were low. A minor improvement occurred for leather workers, in which trade the percentage of those reported as without work was 3.0; among metal polishers, etc., and jewellery workers adequate work was apparent, as compared with small fractional

percentages of unemployment in September. Trades in which union members were fully employed at both dates included soft drink, cigar and tobacco workers, electric current employees, etc., textile and carpet workers, butchers, meat and fish packers, fur, rubber, aluminum and gas workers. As in the preceding month, 0.1 per cent of garment workers, which group includes men's and women's clothing workers, were reported as without employment. The percentage of unemployed members among clay, glass and stone workers was 0.4, in comparison with 0.2, and among bakers and confectioners the corresponding percentages were 0.3 and 0.2, respectively. Woodworkers reported a very slight decline in work, although the unemployment percentage of 0.5 remained very low. The percentage of those reported as without employment among papermakers was 1.3, which indicated a moderate decrease in available work. Among chemical products workers there was a noteworthy percentage increase from full employment to 17.6, but as the membership is small, very few members were involved. Among unclassified manufacturing workers the unemployment percentage was 9.3, which was appreciably higher, thus reflecting a rather noteworthy contraction in employment. In comparison with the situation at the close of October, a year ago, as will be observed in table II, there was a much higher employment level for union members in the iron and steel and garment trades. Pronounced betterment was indicated likewise for leather and fur workers; the percentages of unemployed members in the former trade stood at 3.0, while among fur workers no unemployment was observed. The percentages of those without work in these trades a year ago were 21.7 and 12.1, respectively. Those unions in which the members were reported as having adequate work at both dates, were cigar and tobacco workers, electric current employees, textile and carpet and rubber workers. In contrast, employment for papermakers was moderately reduced, as the percentage of unemployment rose from 0.6 to 1.3.

For coal miners returns were received from 56 unions with a combined membership of 19,617 persons, of whom, 91, or a percentage of 0.5 were unemployed as compared with percentages of 0.4 in September and 2.5 in October, 1941. As in the preceding month, New Brunswick and British Columbia returns indicated that adequate work was available. In Nova Scotia the unemployment percentage of 0.7 remained unchanged, while in Alberta there was 0.2 per cent without work, in comparison with no unemployment in September. Compared with conditions in October, 1941, the percentage of unemployment in British Columbia unions indicated a rather marked

betterment; union members reported that adequate work was available in comparison with an unemployment percentage of 5.2, a year ago. In Alberta, likewise, the percentage declined sharply from 5.1 to 0.2, while in Nova Scotia where 0.7 per cent were without work, there was a fractional improvement, only. New Brunswick unions did not report any unemployment at either date.

In the non-metallic minerals group there were 8 reports tabulated, in which the aggregate membership was 4,112 persons. Of these 113, or a percentage of 2.7 were listed as unemployed. This was the same percentage, as that of the preceding month; in October a year ago, the percentage of those reported as without work was 12.4.

Unions in the building and construction trades returned 216 reports, comprising a membership of 34,170 persons, of whom, 765, or a percentage of 2.2 were unemployed compared with 3.2 per cent in September and 7.7 per cent in October, 1941. In comparison with the preceding month, hod carriers and unclassified building workers and carpenters and joiners reported that 4.1 per cent and

TABLE I.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1931.....	8.5	9.2	19.3	17.2	15.7	15.6	19.4	17.6	16.8
Average 1932.....	9.6	14.4	26.4	23.7	20.0	15.8	22.6	21.6	22.0
Average 1933.....	16.0	13.0	25.2	24.4	20.3	17.2	21.7	20.8	22.3
Average 1934.....	8.7	7.9	22.8	18.1	17.7	13.2	17.8	20.2	18.2
Average 1935.....	6.9	8.6	20.9	14.3	12.6	9.8	15.4	16.4	15.4
Average 1936.....	6.8	7.4	18.9	12.0	10.1	9.6	12.0	11.9	13.2
Average 1937.....	5.5	5.2	15.6	8.3	9.0	9.0	12.0	10.6	10.7
Average 1938.....	4.9	10.0	17.4	12.1	11.9	9.1	12.3	14.0	13.1
Average 1939.....	7.1	9.0	16.0	11.1	9.6	8.9	12.3	12.0	12.2
Average 1940.....	3.1	3.7	11.0	6.0	7.3	6.9	9.7	7.6	7.8
Average 1941.....	2.2	2.3	6.1	3.4	4.4	3.4	6.7	4.5	4.5
Oct. 1931.....	8.6	9.2	23.6	18.3	17.7	12.7	16.4	19.7	18.3
Oct. 1932.....	11.5	16.7	27.6	22.7	21.4	13.4	21.7	21.1	22.0
Oct. 1933.....	12.5	9.8	25.1	20.3	19.4	13.3	16.5	21.7	19.8
Oct. 1934.....	4.7	6.7	22.2	16.5	13.9	9.7	11.0	19.9	16.2
Oct. 1935.....	4.7	8.6	21.5	11.3	10.2	8.9	7.9	13.4	12.3
Oct. 1936.....	5.2	8.0	18.3	8.6	8.2	6.2	5.9	9.9	11.0
Oct. 1937.....	2.8	5.0	13.0	6.7	9.6	6.6	7.4	12.3	8.9
Oct. 1938.....	6.0	11.2	16.8	11.5	11.8	6.3	8.5	12.2	12.3
Oct. 1939.....	8.5	6.4	13.8	6.6	4.4	7.2	4.3	9.9	9.0
Oct. 1940.....	1.1	4.2	6.9	3.8	6.8	5.9	4.8	4.9	5.0
Oct. 1941.....	1.6	1.2	4.7	2.0	2.7	3.2	3.7	3.4	3.3
Nov. 1941.....	1.3	1.4	5.1	1.7	5.4	3.7	2.4	4.0	3.2
Dec. 1941.....	1.0	2.1	5.7	6.0	6.2	4.2	3.8	5.3	4.3
Jan. 1942.....	1.3	1.9	5.4	4.4	6.3	3.8	3.3	3.6	4.0
Feb. 1942.....	1.6	2.0	4.4	4.6	4.1	4.6	4.1	2.7	4.0
March 1942.....	2.1	2.2	4.5	5.7	4.0	4.8	7.0	2.5	4.5
April 1942.....	1.9	1.6	3.0	4.4	4.0	2.1	6.1	1.4	3.3
May 1942.....	1.6	1.6	2.8	2.5	2.7	1.2	4.5	1.1	2.4
June 1942.....	1.3	4.7	4.6	1.6	1.1	9.2	6.6	9.9	2.5
July 1942.....	8.1	1.0	3.8	9.2	2.2	8.1	1.3	3.1	1.8
Aug. 1942.....	4.2	2.3	1.4	7.1	1.6	8.8	9.9	9.2	9.9
Sept. 1942.....	3.1	1.1	1.3	5.1	5.1	5.1	9.9	9.9	3.8
Oct. 1942.....	7.1	1.2	1.2	5.1	4.1	5.1	9.9	9.9	7.1

2.0 per cent, respectively, of their members, were unemployed; this was in each case a moderate increase in activity. Very slight improvement was recorded for electrical workers and plumbers and steamfitters; the unemployment percentages in both of these trades remained fractional. Among bricklayers, masons and plasterers, the percentage of members reported as without work was 5.2; this was a slight employment expansion. Bridge and structural iron workers did not report any unemployment at either date. The percentage of members reported as without work among granite and stonecutters, painters, decorators and paperhangers, wood, wire and metal lathers and steam-shovel men were 4.2, 1.1, 1.1, 1.5 respectively; these were slightly higher, thus indicating minor employment recessions. In comparison with returns received in October, 1941, carpenters and joiners manifested much better conditions; the unemployment percentage as reported for these workers declined from 7.0 to 2.0. Although the memberships were not large, union members of granite and stonecutters, bridge and structural ironworkers and wood, wire and metal lathers registered pronounced employment expansion, the unemployment percentages, in these cases, were 4.2, 0 and 1.1 in comparison with 35.8, 16.9 and 35.0, respectively, a year ago. Employment for bricklayers, masons and plasterers and hod carriers and unclassified building workers likewise attained much higher levels; the percentages of members without work in these trades were 5.2 and 4.1 respectively, in comparison with percentages of 15.3 and 10.5 in October, 1941.

In the transportation industries reports were tabulated from 898 unions, having a total membership of 80,420 persons, of whom, 618, or a percentage of 0.8, were idle; this percentage was identical with that shown in September. In October, a year ago, the unemployment percentage stood at 2.4. A fractionally higher level of employment than that of September, was apparent among steam railway employees, whose returns constituted over 79 per cent of the entire group membership. Teamsters and chauffeurs were fractionally better employed, while the percentage of members, who were without work among street and electric railway employees, which stood at 0.1, remained unchanged. Among navigation workers 5.2 per cent of the members were unemployed; this was a minor employment decline. Compared with conditions in October, a year ago, navigation workers registered an important employment expansion. As will be observed in table II, an appreciable betterment was in evidence, likewise, for steam railway employees. For teamsters and chauffeurs, there was a fractional improvement, while for street and electric railway employ-

ees there was a very slight contraction in available work.

From unions in the wholesale and retail trade there were 10 returns received. These organizations had a combined membership of 2,511 persons, all of whom, as in September, were fully employed; in October, 1941, the percentage of unemployment was 0.3.

Civic employees' unions reported that 0.2 per cent of the membership was without work, in comparison with a percentage of 0.1 in both September and October, a year ago. Returns were tabulated from 106 of these unions, having a total membership of 9,748 persons, of whom, 20, were unemployed.

Reports were received from 140 unions in the miscellaneous group of occupations. These organizations had a total membership of 11,602 persons, of whom, 47, or a percentage of 0.4, were without work, in comparison with percentages of 0.5 in September and 1.8 in October, a year ago. Among unclassified workers there was no unemployment, while fractional percentages only, were shown by barbers and stationary engineers and firemen. Among theatre and stage employees 1.6 per cent of the members were listed as without work. In all of these returns minor increases in work were reflected. On the other hand, the unemployment percentage for hotel and restaurant employees rose fractionally to 0.5. In comparison with reports tabulated for October, 1941, much higher employment levels were observed among hotel and restaurant and theatre and stage employees. Stationary engineers and firemen reflected moderate improvement, as did, also, unclassified workers who were fully engaged in comparison with 1.0 per cent of inactivity a year ago; among barbers there was a fractional betterment, only.

Reports were received from 4 unions of fishermen having a combined membership of 2,567 persons of whom, 25, or a percentage of 1.0 were unemployed. The percentage of members who were without work in September was 0.9 and in October, 1941, it was 6.3.

Returns were tabulated from 2 unions of lumber workers and loggers. The total membership was 3,605 persons, all of whom, as in September, were reported as employed. The unemployment percentage in October, a year ago, was 6.5.

Table I shows by provinces the average percentage of union members who were unemployed each year from 1931 to 1941, inclusive, and also the percentage of unemployment for October of each year from 1931 to 1940, inclusive, and for each month from October, 1941, to date. Table II summarizes the returns in the various groups of industries for the months included in table I.

Building permits issued in Canada during October, 1942

The October report of building permits, compiled by the Dominion Bureau of Statistics, includes returns from 174 of the 204 municipalities in Canada which have systems for issuing such permits and of this number 156 reported detailed operations. The remaining 18 advised that no permits had been issued during the month of October while 30 municipalities had failed to report at the close of November 12.

The total value of permits reported as issued in the month of October is \$3,188,606. Revised values for the month of September include returns from 200 municipalities and aggregate \$10,876,969. Reports were received

from 56 of the 58 original municipalities and show a value of \$6,248,700 for October. The corresponding revised value for September includes 58 returns and is \$7,624,268, while the October, 1941, value was \$10,100,422.

The total value of permits issued by all municipalities during the ten elapsed months of the current year is \$89,385,894. The value of the 58 municipalities for the same period is \$64,722,795, while their corresponding value in 1941 was \$85,893,750.

During the month of October new construction of all types amounted to 81.4 per cent of the total value, while the percentage of new residential construction was 56.6.

TABLE I.—VALUES AND CLASSIFICATIONS OF BUILDING PERMITS ISSUED
IN CANADA, BY PROVINCES, OCTOBER, 1942

Classification of Permits	CANADA	Provinces			
		Prince Edward Island	Nova Scotia	New Brunswick	Quebec
All Permits—Total Value.....	3,188,606	2,700	212,258	65,605	1,835,948
New Construction.....	6,662,411	1,050	115,290	51,450	1,494,247
Additions, Alterations, Repairs.....	1,526,195	1,650	96,968	14,155	341,701
Residential.....	5,329,029	1,650	113,758	8,955	1,296,686
New Construction.....	4,636,838		78,270	100	1,127,207
Additions, Alterations, Repairs.....	692,191	1,650	35,488	7,955	169,479
Institutional.....	313,743		30,415	700	257,008
New Construction.....	257,995				250,020
Additions, Alterations, Repairs.....	55,748		30,415	700	6,988
Commercial.....	752,024	1,050	65,460	6,350	116,015
New Construction.....	407,939	1,050	34,820	850	68,665
Additions, Alterations, Repairs.....	344,085		30,640	5,500	47,350
Industrial.....	1,597,613		2,525	50,000	79,942
New Construction.....	1,226,457		2,200	50,000	3,000
Additions, Alterations, Repairs.....	371,156		325		76,942
Other Building.....	196,197		100	500	88,297
New Construction.....	138,182			500	45,355
Additions, Alterations, Repairs.....	63,015		100		40,942

Classification of Permits	Provinces (Con.)				
	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
All Permits—Total Value.....	4,913,602	291,195	198,438	304,857	364,003
New Construction.....	4,231,871	246,235	118,598	183,498	220,172
Additions, Alterations, Repairs.....	681,731	44,960	79,840	121,359	143,831
Residential.....	3,267,725	207,270	35,708	218,633	179,544
New Construction.....	2,980,047	170,810	14,258	137,276	128,870
Additions, Alterations, Repairs.....	287,678	36,460	21,450	81,357	50,674
Institutional.....	23,035		1,000	550	1,035
New Construction.....	7,975				
Additions, Alterations, Repairs.....	15,060		1,000	550	1,035
Commercial.....	279,097	83,050	80,325	71,995	48,682
New Construction.....	149,779	74,600	24,675	37,250	16,250
Additions, Alterations, Repairs.....	129,318	8,450	55,650	34,745	32,432
Industrial.....	1,331,042		4,350	5,124	124,630
New Construction.....	1,091,000		4,000	4,107	72,150
Additions, Alterations, Repairs.....	240,042		350	1,017	52,480
Other Building.....	12,703	875	77,055	8,555	10,112
New Construction.....	3,070	825	75,665	4,865	2,902
Additions, Alterations, Repairs.....	9,633	50	1,390	3,690	7,210

TABLE II.—RECORD OF BUILDING PERMITS AND THEIR INDEXES, TOGETHER WITH AVERAGE INDEXES OF WHOLESALE PRICES OF BUILDING MATERIALS, 1928-1942. (1926=100)

Year	Value of building permits issued		Index of value of building permits	Average Index of wholesale prices of building materials	Year	Value of building permits issued		Index of value of building permits	Average Index of wholesale prices of building materials
	October	First 10 months	First 10 months	First 10 months		October	First 10 months	First 10 months	First 10 months
1942.....	8,188,606	89,385,894	(1) 47.9	(2)	1933.....	1,775,052	18,169,066	13.5	77.8
1941.....	13,137,206	102,279,173	(1) 63.7	105.8	1932.....	3,170,570	38,196,769	28.3	77.5
1940.....	12,430,766	94,160,076	(1) 41.9	95.9	1931.....	8,442,627	97,045,622	71.9	82.4
1939.....	5,623,900	49,539,913	36.7	88.1	1930.....	12,756,402	139,117,752	103.1	92.0
1938.....	9,548,687	52,732,080	39.1	90.1	1929.....	18,073,378	204,084,467	151.3	99.2
1937.....	4,401,837	47,362,820	35.1	94.9	1928.....	21,558,085	187,179,719	138.8	96.8
1936.....	4,262,607	34,946,019	25.9	85.9	1927.....	18,848,019	160,000,554	118.6	96.2
1935.....	4,030,318	40,711,114	30.2	81.2	1926.....	14,738,402	134,902,338	100.0	100.4
1934.....	2,598,024	22,313,170	16.5	82.8					

(1) Figures based on values reported by the original 58 municipalities. (2) Data not yet available.

TABLE III.—VALUE OF BUILDING PERMITS ISSUED BY 58 MUNICIPALITIES IN CANADA IN OCTOBER, 1942, AND IN OCTOBER, 1941

"N.P.I."—Indicates that no permits were issued during the current month.
"No Report"—Indicates that the municipality failed to furnish its monthly report.

Cities	Value of Permits Issued during—		Cities	Value of Permits Issued during—	
	October 1942	October 1941		October 1942	October 1941
Prince Edward Island—			Ontario—Conc.		
Charlottetown.....	2,700	5,550	Sault Ste Marie.....	29,491	117,338
Nova Scotia—			*Stratford.....	6,183	10,325
*Halifax.....	82,867	190,045	*Toronto.....	1,084,648	950,946
New Glasgow.....	No Report	12,790	East York Twp.....	299,025	241,115
*Sydney.....	44,020	105,760	*Windsor.....	1,248,375	1,138,457
New Brunswick—			Riverside.....	15,900	22,800
Fredericton.....	1,200	4,500	Woodstock.....	13,308	49,834
*Moncton.....	No Report	18,830	York Twp.....	181,850	671,700
*Saint John.....	63,305	61,214	Manitoba—		
Quebec—			*Brandon.....	3,830	15,605
*Montreal (*Maisonneuve).....	780,820	1,306,082	St. Boniface.....	32,125	46,380
*Quebec.....	28,320	184,030	*Winnipeg.....	214,950	363,050
Shawinigan Falls.....	56,260	43,900	Saskatchewan—		
*Sherbrooke.....	116,975	147,100	*Moose Jaw.....	30,040	8,156
*Trois Rivières.....	26,430	109,050	*Regina.....	122,023	56,735
*Westmount.....	3,809	51,040	*Saskatoon.....	21,785	376,635
Ontario—			Alberta—		
Belleville.....	20,600	6,550	*Calgary.....	138,397	158,323
*Brantford.....	3,865	26,327	*Edmonton.....	124,780	298,685
*Chatham.....	10,570	126,085	Lethbridge.....	30,185	27,115
*Fort William.....	98,635	72,469	Medicine Hat.....	11,185	16,400
Galt.....	9,371	29,292	British Columbia—		
*Guelph.....	2,345	20,438	Nanaimo.....	10,125	11,750
*Hamilton.....	232,489	761,277	*New Westminster.....	21,315	63,525
*Kingston.....	59,995	66,001	North Vancouver.....	30,910	433,867
*Kitchener.....	35,975	105,240	Prince Rupert.....	3,325	27,725
*London.....	53,535	94,745	*Vancouver.....	188,310	647,280
Oshawa.....	24,340	70,514	Vernon.....	12,475	44,229
*Ottawa.....	355,300	187,650	*Victoria.....	61,687	196,073
Owen Sound.....	1,605	4,120	Total 58 Municipalities.....	6,248,700 ¹	10,100,422
*Peterborough.....	17,492	35,669	Total 35 Municipalities.....	5,444,555 ²	8,056,216
*Port Arthur.....	96,775	97,089			
*St. Catharines.....	53,475	115,935			
*St. Thomas.....	6,185	16,440			
Sarnia.....	15,115	18,085			

¹ Indicates a municipality whose records are available back in 1910.

(1) 56 municipalities only, reporting.

(2) 34 municipalities only, reporting.

EMPLOYMENT AND UNEMPLOYMENT IN GREAT BRITAIN AND THE UNITED STATES

Great Britain

THE British *Ministry of Labour Gazette*, October, 1942, summarizes the August-September employment situation in Great Britain as follows:—

The number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at September 14 (exclusive of 23,227 men who had been classified by interviewing panels as unsuitable for ordinary industrial employment) was 63,703; those registered as on short time or otherwise temporarily suspended from work on the understanding that they were shortly to return to their former employment numbered 1,532; and those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) numbered 2,597. As compared with August 17 the numbers wholly unemployed showed a decrease of 7,605, those temporarily suspended from work showed a decrease of 234, but unemployed casual workers showed an increase of 49.

The corresponding figures for women and girls at September 14, were 34,959 wholly unemployed (exclusive of those, numbering 1,084, who had been classified by interviewing panels as unsuitable for normal full-time employment), 1,177 temporarily stopped, and 140 unemployed casual workers. Of the 34,959 wholly unemployed, 1,080 had been classified as unable for good cause to transfer to another area. As compared with August 17, the numbers wholly unemployed showed a decrease of 1,267, those temporarily stopped showed a decrease of 679, but unemployed casual workers showed an increase of 19.

The number of applicants for unemployment benefit or allowances included in the foregoing totals for September 14 was 66,022, as compared with 71,108 at August 17, and 127,825 at September 15, 1941.

United States

The number of employees in non-agricultural establishments, according to the official report issued by the United States Secretary of Labor, increased by 207,000 in the month ending October 15, bringing the total to 38,555,000.

Trade as a whole showed a seasonal increase since September of 118,000, due largely to expansion in department, variety, and clothing stores, although government restrictions continued to affect many lines. Manufacturing firms reported 64,000 more wage and salaried employees in October, although a slight de-

cline is normally expected at this time. In Federal, State, and local government departments civilian employment increased by 205,000, most of the expansion being in navy yards, arsenals and Federal war agencies. Employment declined in construction (96,000), finance-service-miscellaneous (72,000), mining (9,000), and transportation-public utilities (3,000).

About two-thirds of the 2½ million gain in non-agricultural establishments since October, 1941, was in manufacturing. Civilian Federal, State, and local government employment increased by 1,211,000, due in part to expansion in the War and Navy Departments. Smaller gains were reported by the transportation-public utility and the finance-service-miscellaneous groups. The largest decline over the year interval was in trade (391,000), where government restrictions and curtailed stocks reduced the sales of many lines. Construction employment was 115,000 and mining employment 87,000 lower than a year ago.

A small contraseasonal gain of 0.4 per cent or 52,900 in factory wage earner employment continued the almost unbroken succession of monthly gains that began with accelerated war production in June, 1940. The revised index of factory employment for October, 1942, was 154.8 on the basis of 100 for 1939. The corresponding index for June, 1940, was 102.5. The factory payroll index, which was 107.6 in June, 1940, had increased to 261.0 in October, 1942. The greater advance in payrolls than in employment over this period reflected increased working hours, overtime premiums, wage-rate increases, and expansion in war industries, where relatively higher wage scales prevail. A comparison between October, 1941, and October, 1942, showed gains of 11.4 per cent in employment and 39.8 per cent in wages.

The gains in the durable-goods group of manufacturing industries, where war production is largely concentrated, were even more pronounced. Employment showed a gain of 20.7 per cent over the year while corresponding payrolls increased 52.9 per cent. During the month employment increased by 1.8 per cent, payrolls by 4.0 per cent. Among the war industries which showed substantial employment gains were aircraft, shipbuilding, automobiles, electrical equipment, ammunition, explosives, radios, and machine-shop products. In the non-durable-goods group employment fell 1.3 per cent between September and October due largely to a seasonal decline of 39.3 per cent or 126,200 workers.

in the canning industry. Over the year interval the non-durable-goods group showed an employment gain of 1.4 per cent. Payrolls in this group increased by 2.7 per cent over the month and 19.6 per cent over the year interval.

Due primarily to material shortages and to Government restrictions on the production of goods for civilian consumption, employment declined in the cast-iron pipe, tin cans, cutlery, typewriters and jewellery industries.

All of the mining industries reported employment declines over the month and year intervals. The reductions between September and October were relatively small, ranging from 0.7 per cent in anthracite mining to 1.6 per cent in metal mining. Between October, 1941, and October, 1942, however, the declines ranged from 2.9 per cent in metal mining to 10.5 per cent in crude-oil production, reflecting a cumulative downward trend due to the difficulty of replacing men called into the armed services or absorbed into industries with higher wage scales. Payrolls showed marked gains over the year interval in bituminous-coal mining (2.8 per cent), quarrying and non-metallic mining (11.5 per cent), and metal mining (16.3 per cent), resulting from more hours worked per week as well as wage-rate increases.

Dyeing and cleaning plants reported a net contraseasonal employment gain of 1.3 per cent over September, and year-round hotels, a seasonal rise of 1.5 per cent. Laundries showed a small seasonal recession and insurance companies, a substantial decline. Employment reductions were reported by telephone and telegraph and electric light and power companies, but street railways and buses continued to report gains in number of workers due to continued demand for public transportation.

In wholesale trade employment increased slightly (less than seasonally), all of the major groups showing declines except farm products, which showed a seasonal gain of 13.7 per cent, and groceries and food specialties, which showed a slight increase. Retail employment expanded seasonally by 2.9 per cent, despite continued declines in some lines due to government restrictions on the manufacture and sale of many civilian commodities. Outstanding gains were reported by variety stores (7.4 per cent), family clothing stores (6.7 per cent), department stores (6.6 per cent), women's apparel stores (6.3 per cent), and men's and boys' clothing stores (5.4 per cent).

Wage-rate increases averaging 7.0 per cent affecting 172,000 factory wage earners, were reported by 731 out of a reporting sample of about 30,000 establishments with about 7,000,-

000 workers. The largest numbers of workers receiving increases were in the following industries: blast furnaces, steel works, and rolling mills (39,000), radios (9,800), woollen and worsted goods (7,900), and chemicals (5,100). Wage-rate increases in non-manufacturing industries affected only small numbers of workers.

Employment of wage and salaried workers in manufacturing industries increased from September to October in about half of the states.

Federally-financed construction showed declines from mid-September to mid-October of 25,400 for employment and \$1,606,000 for payrolls. Shipbuilding employment showed a sizable gain during the month that was offset by declines on other types of projects. The declines on non-residential building, airport, and public housing construction were due to the completion of certain projects, while those on public roads, reclamation, and water and sewerage projects were due to seasonal factors.

The employment level of 2,170,000 for Federally-financed construction was 119 per cent higher than a year ago; the payroll level was 161 per cent higher. The number of persons on the direct payroll of the Federal Government in October, 1942, was 298,000, or 14 per cent of the total. All other workers engaged on Federally-financed construction were in the employ of contractors and sub-contractors.

In the regular Federal services employment totalled 2,765,000—165,000 more than in September and 1,237,000 more than a year ago. Seven thousand of the new employees were hired for work inside the District of Columbia.

The addition of 18,400 workers by the National Youth Administration was the result of setting up staff on the student work program for the new school year, partially offset by curtailments on the war production training program.

Personnel on the WPA and CCC programs declined 20,000 and 700 respectively during the month.

British Unemployment at New Low

British unemployment touched a new low with only 95,442 jobless registered on November 16, it was announced recently.

A month ago the total was 101,080; a year ago it stood at 168,205, and in October, 1939, the month after war started, it was nearly 1,500,000.

The current figures do not include 23,000 men and women classified as unsuitable for any work.

RECENT INDUSTRIAL AGREEMENTS AND SCHEDULES OF WAGES

INDUSTRIAL agreements and schedules of wages and working conditions received in the Department are outlined in the *LABOUR GAZETTE* from month to month. It is not always possible because of limitation of space to include all agreements received each month. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Manufacturing: Fur and Leather Products

QUEBEC, P.Q.—A CERTAIN LEATHER TANNERY AND SYNDICAT CATHOLIQUE DES EMPLOYÉS DE TANNERIES DE QUÉBEC, INC. (THE CATHOLIC UNION OF EMPLOYEES OF TANNERIES OF QUEBEC, INC.).

Agreement reached following the strike noted on page 1270 of the November issue. Agreement to be in effect from October 30, 1942 to February 10, 1943, and thereafter from year to year, subject to notice.

Only union members to be employed and new workers are to join the union, and the employer is authorized to deduct union dues and pay them to the union. The minimum wage scale is that established in the collective agreement for this industry throughout the province (*LABOUR GAZETTE*, March, 1940, page 282; February, 1941, page 183, August, page 1008, October, page 1313; and March, 1942, page 353). A union committee of employees to discuss grievances and questions as to working conditions with the employer.

Manufacturing: Printing and Publishing

WINNIPEG, MANITOBA.—WINNIPEG NEWSPAPER PUBLISHERS AND THE WINNIPEG NEWSPAPER PRINTERS' ASSOCIATION.

The agreement which came into effect March, 1, 1937, and was summarized in the *LABOUR GAZETTE*, November, 1937, and December, 1938, was renewed from March 1, 1942, for the duration of the war and six months thereafter. The weekly wage rate was fixed at \$43.72 for day work and \$45.72 for night work.

Manufacturing: Miscellaneous Wood Products

PRICEVILLE, QUEBEC.—A SAW AND PLANING MILL OPERATING COMPANY AND LE SYNDICAT CATHOLIQUE DE L'INDUSTRIE DE BOIS DE PRICEVILLE, INC. (THE CATHOLIC UNION OF THE WOOD INDUSTRY OF PRICEVILLE, INC.).

Agreement reached following the strike mentioned in the *LABOUR GAZETTE*, October, page 1134, and conciliation by an officer of the Department of Labour. Agreement to be in effect from November 15, 1942, to December 31, 1943, and thereafter from year to year, subject to notice.

Preference to be given union members when hiring new workers, qualifications being equal. The Company to invite all eligible permanent employees to join the union. Hours: 60 per week; overtime at time and one half; work on Sundays and holidays double time. Hourly wage rates for some classes: foremen 52 and 57½ cents, engineer 47 cents, firemen 34½ cents, band saw sawyers 72 cents, blacksmith 45 cents, carpenter 38 cents, filers 49 to 60 cents, others 29 to 59 cents, planing mill 23 to 38½ cents. A cost-of-living bonus of \$3.25 per week is to be paid. Provision is made for the adjustment of disputes.

RIMOUSKI, QUEBEC.—A SAWMILL AND BOX FACTORY OPERATOR AND LE SYNDICAT CATHOLIQUE DE L'INDUSTRIE DE BOIS DE RIMOUSKI, INC. (THE CATHOLIC UNION OF THE WOOD INDUSTRY OF RIMOUSKI, INC.).

Agreement reached following the strike mentioned in the *LABOUR GAZETTE*, October, page 1134, and conciliated by an officer of the Department of Labour. Agreement to be in effect from November 15, 1942, to December 31, 1943, and thereafter from year to year, subject to notice.

This agreement is the same as the agreement noted above for Priceville, except for the wage scale. Hourly wage rates for some classes: assistant foremen 47 and 58 cents, electricians 39 cents, planer operator and mechanic 57½ cents, band saw sawyers 78 and 82 cents, resaw sawyers 42 cents, edger sawyers 43½ cents, filers 47 to 57½ cents, blacksmith 45 cents, carpenter 44 cents, certain other classes 28 to 45½ cents. A cost of living bonus of \$3.25 per week to be paid.

Manufacturing: Metal Products

SAINT JOHN, N.B.—A MANUFACTURER OF BOILERS AND TANKS AND THE CANADIAN STEELWORKERS' UNION, LOCAL NO. 3.

Agreement to be in effect from August 28, 1942, to March 1, 1943, and thereafter from year to year, subject to notice.

Hours: 8 per day, 4 on Saturdays, a 44-hour week; where three shifts are worked, 8 hours to be a shift. Overtime is payable at time and one half for first four hours and double time thereafter; double time also for work on Sundays and legal holidays. Minimum wage rate for mechanics is 80 cents per hour, with a corresponding increase of 3 cents per hour for all helpers and machine operators; 10 cents per hour extra for work in the way of oil, as in oil tanks, boilers, etc.; gang foremen to receive 10 cents per hour extra. Provision is made for the adjustment of disputes.

LONGUEUIL, P.Q.—DOMINION ENGINEERING WORKS (LONGUEUIL PLANT) AND THEIR HOURLY RATED EMPLOYEES REPRESENTED BY THE METAL TRADES COUNCIL OF MONTREAL AND VICINITY.

This agreement was reached during proceedings of a board under the Industrial Disputes Investigation Act, and is to be in effect from November 23, 1942, to November 22, 1943, or for another year if no notice of termination given. It is printed on page 1390 of this issue.

BOWMANVILLE, ONTARIO.—A CERTAIN FOUNDRY AND THE UNITED STEELWORKERS OF AMERICA, LOCAL 2375.

Agreement in effect from May 10, 1942, to October 1, 1943 or 1944 if no notice given. The company recognizes the union as the sole bargaining agency for its employees.

Hours: 50 per week; overtime is payable at time and one-half. Hourly wage rates: moulders 50 to 70 cents, learners 35 to 45 cents, machinists and lathe hands 45 to 55 cents, cupola tenders 45 to 50 cents; sand last operators, annealing ovens, core making, grinding, plating, water mills, shipping, rough carpenters, labourers, 40 to 45 cents; female employees and juveniles 25 to 30 cents. The cost-of-living bonus to continue to be paid as at present, subject to change in accordance with Order in Council P.C. 5963 and any amendments thereto. Provision is made for seniority rights and for the settlement of grievances.

OSHAWA, ONTARIO.—A CERTAIN ENGINEERING FIRM AND THE UNITED STEELWORKERS OF AMERICA, LOCAL 2784.

Agreement to be in effect from October 9, 1942, to January 1, 1943. The company agrees that the union is the sole collective bargaining agency for its employees. The company will not attempt to influence any employee against union membership or activity and the union agrees not to intimidate any employee for any purpose.

Hours: 48 per week; overtime at time and one-half. Hourly wage rates: apprentices 25 to 65 cents, improvers 65 to 90 cents, machine hands 70 cents to \$1.15, toolmakers 95 cents to \$1.25, diemakers \$1.05 to \$1.30. Vacation: one week's vacation with pay for employees with one year's service. Provision is made for seniority rights and for the settlement of grievances.

WHITBY, ONTARIO.—WHITBY MALLEABLE IRON AND BRASS CO. LTD., AND THE UNITED STEELWORKERS OF AMERICA, LOCAL 2458.

Agreement reached through an Industrial Disputes Inquiry Commissioner, as noted in the LABOUR GAZETTE, October, page 1125. This agreement which came into effect September 28, 1942, for the period of one year, replaces the previous agreement between this foundry and its employees which was noted in the LABOUR GAZETTE, December, 1941, page 1565. The company agrees not to attempt to influence any employee against union membership or activity. Hours: 45 per week; time and one-half for overtime and for all work on Sundays and holidays. Wages: changes in wage rates will be made as approved by the Regional War Labour Board. Cost-of-living bonus: the Company will conform to changes in cost-of-living bonuses as called for from time to time by Dominion Government announcements. Vacation: one week's vacation with pay for employees with one year's service. Provision is made for seniority rights and for the adjustment of grievances.

PRESTON, ONTARIO.—A CERTAIN FOUNDRY AND THE INTERNATIONAL MOULDERS' UNION, LOCAL 314.

Agreement to be in effect from April 22, 1942, to January 31, 1943. Hours: 8 per day. Wages: piece rates as set, the day rate for moulders is \$6.45; apprentice moulders to start at 35 cents per hour for first year. The cost-of-living bonus to be revised in accordance with the index issued by the Department of Labour.

LONDON, ONTARIO.—A CERTAIN FOUNDRY AND FEDERAL UNION No. 25 (TRADES AND LABOUR CONGRESS OF CANADA).

Agreement to be in effect from January 23, 1942, to February 1, 1943, and thereafter from year to year, subject to notice. Hours 9 per day, 5 on Saturdays, a 50 hour week except

when three shifts per day worked, when week is 48 hours. Overtime at time and one-half. The management and the union committee to set piece work prices; a minimum hourly rate of 40 cents per hour, except for boys and apprentices of 16 years of age with a minimum of 25 cents and a 5 cent increase each six months. The cost-of-living bonus being paid when the agreement was made (\$1.88 per week) to be adjusted with changes in the cost-of-living index number. Vacation: one week's vacation with pay after two years' service. Seniority rights are provided for.

WINDSOR, ONTARIO.—CHRYSLER CORPORATION OF CANADA, LTD., AND THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 195.

Agreement reached following the report of a board under the Industrial Disputes Investigation Act (LABOUR GAZETTE, April, page 396, and October, page 1125). Agreement to be in effect from September 1, 1942, to June 30, 1943, and thereafter from year to year, subject to notice. The company recognizes the union as the bargaining agent for hourly rates employees who are members of the union. Employees are free to join or not to join any union; no discrimination by the company or by union members against any employee for being or not being a union member.

Hours: at the time of signing the agreement the regular hours were 8 per day, 5 days per week, a 40 hour week, with time and one-half for overtime and for all work on Sundays and holidays. A 5 per cent premium was being paid to employees on the second or third shift. Provision is made for seniority rights and for the settlement of grievances.

OJIBWAY (NEAR WINDSOR), ONTARIO.—CANADIAN STEEL CORPORATION LTD. AND THOSE OF ITS HOURLY RATED EMPLOYEES WHO ARE MEMBERS OF THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 195.

Agreement reached following the report of the board under the Industrial Disputes Investigation Act (LABOUR GAZETTE, August, page 890) and further conciliation by officers of the Department of Labour, as noted on page 1377 of this issue. Agreement to be in effect from October 1, 1942, to October 1, 1943, and thereafter from year to year, subject to notice. The company recognizes a plant committee of employees who are union members. Employees are free to join or not to join any union; no discrimination by the company or by union members because of an employee being or not being a union member. Provision is made for seniority rights and for the settlement of grievances.

OJIBWAY (NEAR WINDSOR), ONTARIO.—THE CANADIAN BRIDGE CO. LTD. AND THOSE OF ITS HOURLY RATED EMPLOYEES WHO ARE MEMBERS OF THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 195.

Agreement reached following the report of the board under the Industrial Disputes Investigation Act (LABOUR GAZETTE, August, page 890) and further conciliation by officers of the Department of Labour, as noted on page 1377 of this issue. Agreement to be in effect from October 1, 1942, to September 30, 1943, and thereafter from year to year, subject to notice.

The provisions of this agreement are similar to those of the agreement noted above for the Canadian Steel Corporation Ltd. also at Ojibway.

REGINA, SASK.—REGINA INDUSTRIES LTD. AND THE INTERNATIONAL ASSOCIATION OF MACHINISTS, LOCAL 520.

Agreement in effect from September 1, 1942, for the duration of the war, but amendments may be made after 30 days' notice if agreed upon. The company recognizes the union as the bargaining agency for the employees, but employees are free to join or not to join the union; no discrimination to be shown by the company or by union members against any employee for being or for not being a union member. Provision is made for seniority rights and for the settlement of disputes.

The agreement provided that existing hours and wage rates remain in effect until approval of changes had been made by the Regional War Labour Board. This Board directed on September 24 (with amendment dated October 16) that from the payroll period commencing on or after September 12, the following conditions and wage rates apply: Hours at 8 per day, a 48 hour week, employees working on any of three daily shifts be allowed $\frac{1}{2}$ hour for lunch without loss of pay, time and one-half for overtime and for all work on employee's regular day off and on holidays. Hourly wage rates for certain of the classes of workers: power house engineers and journeymen millwrights, tool grinders, fitter, plumber, steam-fitter, pipefitter, blacksmith 70 to 85 cents; journeymen arc welders and machinists 75 to 90 cents; draftsman and tool designer, journeyman set-upman and tool or die makers 75 to 95 cents; experienced arc welders (not journeymen) 65 to 85 cents; acetylene generator operators, general maintenance labourer, journeymen helpers, power house fireman, burring and cleaning operators 55 to 65 cents, clerical hourly workers 50 to 65 cents, car loaders 50 to 60 cents, junior draftsmen 45 to 65 cents; watchmen, janitors and sweepers and male employees under 18 years, 45 to 55 cents; female hourly rate workers 45 to 75 cents; all hourly rate employees not classified including unclassified specialists in journeymen trade who are not journeymen 55 to 80 cents; apprentices to serve at least $3\frac{1}{2}$ years and to be paid from 40 cents to 60 cents; group leaders to be paid 5 cents per hour over maximum rate. A cost-of-living bonus to be effective from August 15, 1942, based on the change in the cost-of-living index number between October, 1941, and July, 1942, to be adjusted thereafter as directed by the National War Labour Board.

VANCOUVER, B.C.—CERTAIN FOUNDRIES AND THE MOULDERS AND FOUNDRY WORKERS' UNION, LOCAL No. 1, CANADIAN CONGRESS OF LABOUR.

Agreements to be in effect from October 1, 1942, to September 30, 1943, and thereafter from year to year, subject to notice. The companies recognize the union; no discrimination by either party because of an employee's union affiliation.

Hours: 8 per day, 44 per week for day shift; if a second shift employed, $7\frac{1}{2}$ hours to be worked, $3\frac{1}{2}$ hours on Saturday, with pay for 8 hours, 4 hours on Saturday; if a third shift employed, 7 hours to be worked, $3\frac{1}{2}$ on Saturday, with pay for 8 hours, 4 hours on Saturday. Overtime is payable at time and one-half for first four hours and double time thereafter;

double time for all work on Sundays and holidays. Minimum hourly wage rates: moulders and coremakers, electric furnacemen, acetylene burners and welders, electric welders, 90 cents; cupola tender, electric crane men handling molten metal, $72\frac{1}{2}$ cents; electric crane men on night shift, chippers and grinders, steel annealer, box carpenter, brass mixer, 65 cents; foundry helpers 60 cents; in agreements at two foundries, machine moulders are added at 85 per cent of the moulders' scale. The cost-of-living bonus to be continued and adjusted in accordance with the federal government 1942 Order in Council P.C. 5963 and amendments. Apprenticeship system to be maintained, with not more than one apprentice to each five journeymen. Provision is made for the settlement of grievances.

In the agreements for some foundries, it is provided that when the union is unable to supply skilled moulders or coremakers, other men in the foundry, not exceeding one to ten journeymen, may be promoted on trial, to receive an increase of 10 cents per hour after two months, another 10 cents after three more months and the full journeymen's rate at the end of eight months.

VICTORIA, B.C.—CERTAIN FOUNDRIES AND THE INTERNATIONAL MOULDERS AND FOUNDRY WORKERS' UNION, LOCAL 144.

Agreement in effect from September 1, 1941, for the duration of the war and wartime contracts unless changed by mutual consent. The companies recognize the union; no discrimination against any employee because of his union affiliation.

Hours: 8 per day, 44 per week for day shift; for second shift, $7\frac{1}{2}$ hours' work with 8 hours' pay; for third shift, 7 hours' work with 8 hours' pay. Overtime is payable at time and one-half for first four hours and double time thereafter; double time for work on Sundays and holidays. Minimum hourly wage rates: moulders and coremakers 90 cents, cupola tender $72\frac{1}{2}$ cents, chippers and grinders 65 cents, helpers 60 cents. A cost-of-living bonus of 4 cents per hour was stipulated, with adjustment with changes in the cost of living. Provision is made for the settlement of disputes.

Manufacturing: Shipbuilding

HALIFAX, N.S.—HALIFAX SHIPYARDS, LTD. AND THE INDUSTRIAL UNION OF MARINE AND SHIPBUILDING WORKERS OF CANADA, LOCAL No. 1.

Agreement to be in effect from November 16, 1942, to November 16, 1943, and thereafter from year to year, subject to notice. This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, October, 1941, page 1310, with these exceptions:

Wages to be paid in accordance with the provisions of Order in Council, P.C. 3471 of April 28, 1942 (LABOUR GAZETTE, May, page 561), subject to any increases that may be directed to be paid by the National War Labour Board. The cost-of-living bonus to be paid as provided in the above Order in Council, P.C. 3471, subject to the provisions of P.C. 5963. Charge hands are governed by this agreement. The apprenticeship system to be carried on.

SAINT JOHN, N.B.—SAINT JOHN DRY DOCK AND SHIPBUILDING CO. LTD., AND UNITED BROTHERHOOD OF CARPENTERS, LOCAL 840.

Agreement in effect from March 1, 1942, to March 1, 1943, and thereafter from year to year, subject to notice. This agreement is

similar to the one previously in effect and summarized in the LABOUR GAZETTE, October, 1941, page 1310, with this exception:

Wages: the minimum hourly wage rates for journeymen carpenters is 80 cents (an increase of 5 cents per hour), for improvers 51 to 69 cents. A cost-of-living bonus equal to a 7-4 point rise in the index number to be paid from August 15, 1942, with subsequent increases with increases in the cost of living as provided in P.C. 5963 of July, 1942.

SAINT JOHN, N.B.—SAINT JOHN DRY DOCK AND SHIPBUILDING Co. LTD., AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL B 502.

Agreement to be in effect from March 1, 1942, to March 1, 1943, and thereafter from year to year, subject to notice. This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, July, 1941, page 851, and May, 1941, page 513, with these exceptions:

When two or three shifts are worked, $\frac{1}{2}$ hour allowed for lunch during shift. Wages: the hourly rate for journeymen electricians is 80 cents (an increase of 3 cents), for helpers 53 cents, for improvers 55 to 70 cents, for temporary lighting men 55 cents. Apprenticeship: at the discretion of the company, wage rates for apprentices may be increased, and by mutual consent the term of apprenticeship may be shortened. A cost-of-living bonus equal to 9-7 points rise in the cost-of-living index number to be paid to improvers and temporary lighting men, and a 7-4 points rise in the cost-of-living index number to journeymen electricians and helpers, all as from August 15, 1942. For all work in the way of oil, as in oil tanks, etc., a bonus of 5 to 10 cents per hour to be paid; if tanks have not been properly steamed out, a bonus of 40 cents to be paid.

SAINT JOHN, N.B.—SAINT JOHN DRY DOCK AND SHIPBUILDING Co. LTD., AND INTERNATIONAL ASSOCIATION OF MACHINISTS, LOCAL 482.

Agreement to be in effect from March 1, 1942, to March 1, 1943, and thereafter from year to year, subject to notice. This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, July, 1941, page 851, with these exceptions:

Wages: the hourly rate for machinists and fitters is 80 cents (an increase of 3 cents), helpers 53 cents. A cost-of-living bonus, equal to a 7-4 points rise in the cost-of-living index number, to be paid from August 15, 1942, and subsequent increases as ordered by the National War Labour Board as provided in the federal government 1942 Order in Council 5963. Apprenticeship: at the discretion of the company the wage rates for apprentices may be increased, and by mutual consent the term of apprenticeship may be shortened.

SAINT JOHN, N.B.—SAINT JOHN DRY DOCK AND SHIPBUILDING Co. LTD. AND THE UNITED ASSOCIATION OF JOURNEMEN PLUMBERS AND STEAMFITTERS, LOCAL 213.

Agreement to be in effect from March 1, 1942, to March 1, 1943, and thereafter from year to year, subject to notice. This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, July, 1941, page 852, and May, 1941, page 511, with these exceptions:

Wages: the hourly rate for plumbers, steamfitters and fitters is 80 cents (an increase of 3 cents), helpers 53 cents, improvers 55 to 70 cents. A joint committee to determine and administer a policy for improvers and to regulate their advancement to the journeyman's

rate. The general policy for apprentices is to be agreed upon between the company and the committee. A cost-of-living bonus equal to a 9-7 points rise in the cost-of-living index number to be paid to improvers and equal to a 7-4 points rise to journeymen plumbers, steamfitters, fitters, helpers and apprentices, all payable from August 15, 1942, with further increases as ordered by the National War Labour Board as provided by the federal government 1942 Order in Council P.C. 5963.

VICTORIA, B.C.—VICTORIA MACHINERY DEPOT Co. LTD. AND MOULDERS AND FOUNDRY WORKERS' UNION, LOCAL No. 2.

Agreement and supplementary agreement to be in effect from May 1, 1942, for the duration of the war and wartime contracts. This agreement is similar to the one between this company and their foundry employees, previously in effect and published in the LABOUR GAZETTE, December, 1941, page 1575, and April, 1942, page 482, with these exceptions:

Only union members to be employed. Shipyards work three shifts per day, 7 days per week, but individuals work six days, with one day off per week. For the day shift, 48 hours' work with 50 hours' pay, the night shift, 46 hours' work with 54 hours' pay, the "graveyard shift" 43 hours' work with 54 hours' pay. Cost-of-living bonus to be paid as provided in the federal government 1941 Order in Council P.C. 8253.

Manufacturing: Non-Metallic Minerals, Chemicals, Etc.

SAINT JOHNS, QUEBEC.—A CERTAIN MANUFACTURER OF VITREOUS EARTHENWARE AND THE NATIONAL BROTHERHOOD OF OPERATIVE POTTERS, LOCAL 78.

The agreement which came into effect October 1, 1941, and was summarized in the LABOUR-GAZETTE, December, 1941, page 1566, was renewed from October 5, 1942, to September 30, 1943. Provision is made for the adjustment of the cost-of-living bonus in accordance with orders of the National War Labour Board.

HAMILTON, ONTARIO.—HAMILTON BY-PRODUCT COKE OVENS LTD. AND INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 700.

Agreement to be in effect from October 1, 1941 to October 1, next following the ending of the war, and thereafter from year to year, subject to notice. This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, December, 1941, page 1566, with this exception: A cost-of-living bonus was provided for in accordance with the federal government 1941 Order in Council P.C. 7440 and as further prescribed by the federal government.

THOROLD, ONTARIO.—THE EXOLON COMPANY AND FEDERAL LOCAL 22689, AMERICAN FEDERATION OF LABOR.

This agreement, which covers the manufacture of crude abrasives and refractories, is in effect from May 1, 1942, to May 1, 1943, and thereafter from year to year, subject to notice. Present employees to become union members and new employees hired must join the union.

Hours: 8 per day, a 48-hour week; time and one-half for overtime and for work on four holidays. Vacation: one week's vacation with pay to employees of one year's experience. Hourly wage rates for some classes: carbolon

plant—cranemen 73 cents, furnace men 68½ and 74½ cents, cleaners 58 and 61 cents, panmill and mixer 63½ cents, coke plant 60 cents, furnace repairs 60 cents, inspector 72 cents, general labour 56 cents; exolon plant—cranemen 73 cents, furnace men 58½ to 77 cents, breaking floor 58½ and 61 cents, bottoms 58½ cents, grain 64 and 68½ cents, grain crusher operator 61 cents, grain crusher helper 58½ cents, grain shippers 61 and 64 cents, mixer 61 and 63½ cents, general labour 56 cents; yard—loading and unloading 56 and 60 cents; mechanical—machinists 75½ and 80½ cents, millwrights 67½ and 77 cents, millwrights' helpers 58 to 65 cents, oiler 70 cents, welders 64½ cents, blacksmith 71½ cents, pipefitter 73 cents, painters 68½ cents, electricians 77 cents, electricians' helpers 58 to 65 cents. The cost-of-living bonus as paid at May 1, 1942 to be continued. Provision is made for seniority rights and for the settlement of grievances.

VANCOUVER, B.C.—GYPSUM, LIME AND ALABASTINE, CANADA LTD. AND GYPSUM WORKERS' UNION, No. 578.

Agreement reached through conciliation by an officer of the Department of Labour. Agreement to be in effect from August 3, 1942, for the duration of the war and three months thereafter. The company recognizes the union committee; no discrimination against any employee on account of union activity.

Hours: 48 per week; overtime at time and one half; double time for work on Sundays and holidays except for kiln men. Wages and cost-of-living bonus to be continued at rates in effect when the agreement was made unless varied by order of the Regional War Labour Board or other authorized authority. Kiln man to be paid for 8½ hours for each 8-hour shift and shall be allowed time for lunch in that shift. Provision is made for seniority rights and for the settlement of grievances.

Construction: Buildings and Structures

CANADA.—ELEVATOR MANUFACTURERS AND INTERNATIONAL UNION OF ELEVATOR CONSTRUCTORS.

The terms of this agreement were summarized in the LABOUR GAZETTE, February, 1940, page 169, and the 1941 wage rates were reported in December, 1941, page 1567. The hourly wage rates reported by various locals on or about May 1, 1942 for elevator mechanics and their helpers on construction work: Halifax—97 cents for mechanics, 68 cents for helpers; Saint John, N.B.—90 cents for mechanics, 63 cents for helpers; Quebec, P.Q.—90 cents for mechanics, 63 cents for helpers; Ottawa—\$1 for mechanics, 70 cents for helpers; Toronto—\$1.10 for mechanics, 77 cents for helpers; St. Catharines, London and Kitchener—\$1 for mechanics, 70 cents for helpers; Windsor—\$1.12 for mechanics, 78 cents for helpers; Edmonton—\$1.04 for mechanics, 73 cents for helpers. On contract maintenance work, the rates are 90 per cent of the regular rates.

CANADA.—CANADIAN AUTOMATIC SPRINKLER ASSOCIATION AND UNITED ASSOCIATION OF PLUMBERS, LOCAL 379 (AUTOMATIC SPRINKLER FITTERS).

Under the agreement of February 20, 1941, which covers throughout Canada, the installation of sprinkler systems or systems used for fire extinguishing purposes, which was noted in the LABOUR GAZETTE, December, 1941, page 1567, the wage rate was adjusted September, 1941, to 97 cents per hour when working in

their home towns and \$1.22 when working out of town (increases of 3½ cents per hour).

TORONTO, ONTARIO.—CONTRACTORS AND THE BROTHERHOOD OF PAINTERS, DECORATORS AND PAPERHANGERS OF AMERICA, LOCALS 587, 864, 1003 AND 1080.

Agreement in effect from April, 1942, to March 31, 1943, and thereafter from year to year, subject to notice. Only union members to be employed. Hours: 8 per day, Monday to Friday, a 40-hour week. Saturday between 8 a.m. and 5 p.m. to be paid at time and one-half except emergency work on Saturday which may be done for less than the regular Saturday overtime rate if satisfactory proof is furnished to the union; double time after 8 hours' work. For work on Sundays and holidays, double time. Basic minimum wage rate is 85 cents per hour except for spray painting which is 95 cents.

TORONTO, ONTARIO.—CONTRACTING PLASTERERS' SECTION OF THE BUILDERS' EXCHANGE AND CONSTRUCTION ASSOCIATION OF TORONTO AND THE WOOD, WIRE AND METAL LATHERS' INTERNATIONAL UNION, LOCAL 97.

The agreement which came into effect June 1, 1941, and was summarized in the LABOUR GAZETTE, December, 1941, page 1567, was amended from January 1, 1942, to provide for an increase of 10 cents per hour for nail on lathing on wood furring, making this rate 85 cents. (The rate for metal furring, etc., remains at \$1.10 per hour.)

HAMILTON, ONTARIO.—MASTER PAINTERS' ASSOCIATION OF HAMILTON AND THE BROTHERHOOD OF PAINTERS, DECORATORS AND PAPERHANGERS OF AMERICA, LOCAL 205.

Agreement in effect from May 1, 1942, to April 30, 1943, and thereafter subject to 30 days' notice. Union shop conditions will prevail and preference given union men. Hours: 8 per day, 4 on Saturdays, a 44-hour week. For work on night shift, 9 hours' pay for 8 hours' work. Overtime at time and one half; work on Sundays and holidays, double time. Minimum wage rate for painters and paperhangers: 80 cents per hour; spray painting 95 cents (increases of 5 cents per hour over the previous rates.)

WINDSOR, ONTARIO.—BUILDERS' AND CONTRACTORS' ASSOCIATION OF ESSEX COUNTY AND THE BRICKLAYERS', MASONS' AND PLASTERERS' INTERNATIONAL UNION OF AMERICA, LOCAL No. 6 (BRICKLAYERS).

This agreement which came into effect for the period November 18, 1941 to March 31, 1942, and thereafter from year to year subject to notice, remains in effect for the year 1942-1943. Hours: 8 per day except when two or more shifts are employed, when 7 hours will be worked, with 8 hours' pay and one-half hour for lunch. Double time for overtime including all work on Saturdays, Sundays and holidays. Wage rate for bricklayers and stone masons: \$1.20 per hour. Provision is made for the settlement of disputes.

SAULT. STE. MARIE, ONTARIO.—CONTRACTORS AND THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS, LOCAL 446.

Agreement in effect from July 16, 1941, to February 1, 1942, and thereafter from year to year, subject to notice. Hours: 8 per day, 48 per week; employees on night shifts to receive 8 hours' pay for 7 hours' work. Overtime at time and one-half for first three hours and

double time thereafter; double time for work on Sundays and holidays. Minimum wage rate for carpenters: 85 cents per hour, helpers' rate to start at 50 cents, and one helper allowed to every three carpenters.

REGINA, SASKATCHEWAN.—REGINA BUILDERS' EXCHANGE AND THE UNITED BROTHERHOOD OF CARPENTERS, LOCAL 1867.

Agreement to be in effect from May 15, 1942 to May 14, 1943, and thereafter from year to year, subject to notice. This agreement is the same as the one previously in effect and summarized in the *LABOUR GAZETTE*, September, 1941, page 1157, with this exception: To the minimum wage rates of 90 cents for carpenters, \$1 for foremen, a cost-of-living bonus of 5 cents per hour was added, effective from July 16, 1942 until May 15, 1943, when the bonus will be redetermined.

VICTORIA, B.C.—VICTORIA BUILDERS' EXCHANGE LTD. AND UNITED BROTHERHOOD OF CARPENTERS, LOCAL 1598.

Agreement to be in effect from September 14, 1942 to September 13, 1944, or for the duration of the war, subject to 60 days' notice of amendments. Hours: 8 per day, 4 on Saturdays, a 44-hour week. Overtime: time and one-half for first four hours; thereafter and all work on Sundays and holidays, double time. The basic wage rate remains at 90 cents per hour, but the cost-of-living bonus is now fixed at 10 cents per hour for all time worked during the regular working day or week, this bonus subject to adjustment annually.

**Transportation and Public Utilities:
Electric Railways**

CORNWALL, ONTARIO.—CORNWALL STREET RAILWAY, LIGHT AND POWER CO. AND AMALGAMATED ASSOCIATION OF STREET, ELECTRIC RAILWAY AND MOTOR COACH EMPLOYEES OF AMERICA, LOCAL 946.

Agreement to be in effect from May 1, 1942, to April 30, 1943, and thereafter from year to year, subject to notice. The Company recognizes the union and undertakes to recommend to employees that they become and remain union members. Hours and hourly wage rates: passenger car operators—9 hours per day, 6 days per week, from 42 cents for spare operators during first year to 53 cents for regular operators after two years' regular service; freight locomotive—freight motormen 55 to 60 cents; freight brakemen 45 to 50 cents; shop men—8 hours per day, 6 days per week, shop mechanics 50 to 60 cents, helpers 40 to 50 cents, apprentices 30 to 40 cents, nightmen 40 to 45 cents; line department—average 9 hours per day, 5 on Saturdays, wire and linemen 45 to 60 cents; sub-station operators—8 hours per day, 7 days per week, 58 cents per hour; track maintenance—welders 53 to 58 cents, track labourers 40 to 47 cents. Provision is made for seniority rights, one week's vacation with pay each year, and also for the settlement of grievances.

NIAGARA, ST. CATHARINES AND TORONTO RAILWAY (ONTARIO) AND THE MOTORMEN, CONDUCTORS AND BUS OPERATORS ENGAGED IN PASSENGER SERVICE (MEMBERS OF AMALGAMATED ASSOCIATION OF STREET, ELECTRIC RAILWAY AND MOTOR COACH EMPLOYEES, LOCAL 864.

The agreement which came into effect September 1, 1940 and was summarized in the *LABOUR GAZETTE* June, 1941, page 700, was ex-

tended from October 14, 1941 to be in effect until one year after the proclamation of peace and thereafter subject to 30 days' notice. A cost-of-living bonus of \$1.93 per week from June 1, 1941, was made payable and was made subject to change with changes in the cost-of-living index number.

LONDON, ONTARIO.—LONDON STREET RAILWAY COMPANY AND THEIR EMPLOYEES OF THE AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC RAILWAY AND MOTOR COACH EMPLOYEES, DIVISION 741 (BUS OPERATORS, ETC.).

This agreement was reached following the report of a board under the Industrial Disputes Investigation Act (*LABOUR GAZETTE*, May, 1940, page 430). Agreement to be in effect from October 1, 1941, subject to 60 days' notice, and covers bus operators, shop and garage employees, all of whom must become union members. Wages and overtime: bus operators 51 cents per hour during first year and 54 cents thereafter, with 12 cents per hour extra for work after their scheduled working hours (for spare operators 12 cents extra for work after scheduled run for a day and on any extra runs after 10 hours), all operators to receive 12 cents per hour extra for all work on Sundays; carpenters 60 and 68 cents per hour, painters 58 and 66 cents, mechanics, 40 to 66 cents, bus cleaners 51 to 55 cents, trackmen 53 and 57 cents, linemen 57 to 68 cents, others 55 to 66 cents; garage men to receive 12 cents per hour for work after regular daily schedule unless called out for emergency work after regular daily schedule when they will be paid time and one half, and 12 cents per hour extra for Sunday work; all employees to be paid 12 cents per hour extra for work on specified holidays. Provision is made for seniority rights, one week's vacation with pay and for the settlement of disputes.

PORT ARTHUR, ONTARIO.—PUBLIC UTILITIES COMMISSION OF PORT ARTHUR AND AMALGAMATED ASSOCIATION OF STREET, ELECTRIC RAILWAY EMPLOYEES, DIVISION 966.

Agreement and rider re cost-of-living bonus are in effect from May 1, 1942 to May 1, 1943, and thereafter from year to year, subject to notice. This agreement is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, January, 1942, page 108, with this addition: should a motor bus service be put in operation, street railway employees to be given preference of employment according to seniority and wage rates would be the same as in the street railway departments.

FORT WILLIAM, ONTARIO.—CITY OF FORT WILLIAM AND AMALGAMATED ASSOCIATION OF STREET, ELECTRIC RAILWAY EMPLOYEES, DIVISION 966.

Agreement to be in effect from May 1, 1942 to April 30, 1943, and until a new agreement made. This agreement is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, January, 1942, page 108, with this exception: for regular operators, overtime will be allowed for all time worked in excess of regular schedule time.

**Transportation and Public Utilities: Water
Transportation**

NORTH SYDNEY, N.S.—NEWFOUNDLAND RAILWAY AND THE INTERNATIONAL LONGSHOREMEN'S ASSOCIATION, LOCAL 1259.

Agreement in effect January 1, 1942, to December 31, 1942, and thereafter from year

to year, subject to notice. Only union members to be employed, if available. Hourly wage rates are 50 cents for day work and 60 cents for night work, plus a cost-of-living bonus of 7 cents per hour for both day and night work. Double time for work on Sundays and specified holidays. Provision is made for the settlement of disputes.

Transportation and Public Utilities: Telegraphs and Telephones

FORT WILLIAM, ONTARIO.—CITY OF FORT WILLIAM PUBLIC UTILITIES COMMITTEE AND INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 339 (TELEPHONE ELECTRICAL WORKERS).

Agreement and rider in effect from May 1, 1942, to May 1, 1943, and thereafter from year to year, subject to notice. The employer recognizes the union and will not discriminate against any employee because of his connection with the union. Hours: 8 per day. 4 on Saturdays, a 44-hour week, except one man who may work 8 hours on Saturday at straight time. Monthly wage rates: wire chief and line foreman \$210, trouble man \$177.50, switchboard man and chief installer \$175, journeymen linemen \$167.80 (88 cents per hour), linemen from \$123.95 during first year to \$154.45 (81 cents per hour) during third year, cable splicer \$181.93½ cents per hour, cable splicers helper \$123.95 (65 cents) to \$154.45 (81 cents per hour), telephone repairman \$118.50 (57 cents per hour) telephone groundman \$91.50 (47½ cents per hour). A cost-of-living bonus is provided for. Vacation: all employees on monthly salary to have two weeks' vacation with pay each year. Provision is made for seniority rights and for the settlement of disputes.

FORT WILLIAM, ONTARIO.—CITY OF FORT WILLIAM PUBLIC UTILITIES COMMITTEE AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, BRANCH 1275 (TELEPHONE OPERATORS).

Agreement to be in effect from May 1, 1942, to May 1, 1943, and thereafter from year to year, subject to notice. No discrimination against any employee on account of union membership. Legal holidays to be observed with pay. Employees on a monthly salary to have two weeks' vacation with pay, and ten days' sick leave if required. Hours for the various shifts are specified, each operator to be allowed one day off a week. Monthly wage rates: \$25 for students, operators from \$42 during first three months to \$70.87 during fifth year, supervisors \$73.50 and \$76.12. A cost-of-living bonus, seniority rights and procedure for settlement of disputes are provided for.

PORT ARTHUR, ONTARIO.—PUBLIC UTILITIES COMMISSION OF PORT ARTHUR AND THE EMPLOYEES OF THE LIGHT AND POWER DEPARTMENT AND TELEPHONE DEPARTMENT, MEMBERS OF INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 339.

Agreement to be in effect from May 1, 1942 to April 30, 1943, and thereafter from year to year, subject to notice. Permanent employees to maintain union membership and new employees to join the union.

Hours: 8 per day, 4 on Saturday, a 44-hour week, except one man in the light and power department and one in the telephone department who may work 8 hours on Saturday at straight time; for sub-station operators, 8 hours per day, 6 days per week. Overtime at time and one-half to midnight; thereafter and all work

on Sundays and holidays, double time. Wage rates: line foreman \$202.50 per month, journeymen linemen 88 cents, apprentice linemen 40 during first year to 81 cents during fifth year, cable splicer 93½ cents, cable splicers helper 86 cents, wire chief \$200 per month, apprentice rackmen 40 to 81 cents, troubleman (telephone) \$165 per month, installer 88 cents, meter tester and repairman 88 cents, trouble and service man (light and power) 88 cents, street light repairman, 81 cents, substation operators \$90 to \$150 per month, day operator \$160. A cost-of-living bonus is provided for. Provision is made for two weeks' vacation with pay for monthly paid employees and one week for hourly paid employees; for seniority rights and for the settlement of disputes.

MANITOBA.—MANITOBA TELEPHONE SYSTEM AND EMPLOYEES, MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (LOCALS 435 & 1037).

Agreement to be in effect from May 1, 1942, to April 30, 1943, and thereafter unless notice is given. No discrimination against any employee on account of union membership or activity.

Hours for work on city and exchanges of 1,000 subscribers or more, 8 hours per day, 4 on Saturdays, a 44-hour week; on provincial construction and maintenance work (except district men and troublemen), 48 hours per week. Overtime on city and exchange (exchange of 1,000 subscribers or more) work, time and one-half to midnight and double time thereafter also for all work on Sundays and legal holidays. Minimum monthly wage rates: apprentices for inside work at Winnipeg from \$50 during first year to \$105 during fifth year, junior journeymen from \$120 to \$160; apprentices for outside work at Winnipeg from \$80 during first year to \$120 during fifth year, junior journeymen from \$130 to \$160; apprentices for outside work in the Province from \$80 during first year to \$10 below journeyman's rate in fifth year; journeymen in city—rackmen \$160, installers and installer despatchers \$161, test clerk and P.B.X. installers \$165, combination, pay station and P.B.X. inspectors \$168, P.A.X. inspectors \$177, switchman, Morse equipment men, assistant automatic traffic engineer and teletype man \$188, shopmen \$167 and \$160, power plant attendant \$162, power plant inspector \$178, chief switchmen, chief tester and other chiefs and foremen \$180 to \$230, cable splicers \$182, linemen \$163, toll switchroom operators \$165 to \$188, labourers 45 and 50 cents per hour; journeymen in Province (with board) cablemen \$159, linemen \$146, foremen \$153 and \$163; journeymen in Province (without board) districtmen \$155, district troublemen \$148; control operator sand station attendants from \$60 during first year to \$160 during seventh year. Vacation: one weeks vacation after one year's service, two weeks after two years' service. Sick leave: after five years' service, two weeks, and after ten years' service, two months, with pay, per year when required. Provision is made for the settlement of disputes.

Transportation and Public Utilities: Electricity and Gas

SYDNEY, N.S.—CALEDONIA POWER AND WATER BOARD AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 1089 B.

Agreement to be in effect from January 1, 1942, to December 31, 1942, and thereafter subject to notice. The Board recognizes the union

and agrees to deduct union dues from employees' pay for the union.

Hours: 8½ per day, 5½ on Saturday, a 48-hour week, troublemen a 51 hour week, switchboard operators 8 per day for 7 days a week, metermen a 48 hour week. Overtime is payable at time and one-half, double time for all work on Sundays and holidays except for men relieving switchboard operators and troublemen on Sundays and holidays. Wage rates per hour: linemen 67 and 72 cents, groundmen 55 cents, troubleman 72 cents, meter repairmen, testers and installers 72 cents or \$145 per month, switchboard operators 67 cents. Vacation: one week's vacation with pay after one year's service. Provision is made for the settlement of disputes.

PORT ARTHUR, ONTARIO.—PUBLIC UTILITIES COMMISSION OF PORT ARTHUR AND THE EMPLOYEES OF THE LIGHT AND POWER DEPARTMENT AND TELEPHONE DEPARTMENT, MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 339.

The agreement, in effect May 1, 1942, to April 30, 1943, and thereafter from year to year, subject to notice, is noted above under: "Transportation and Public Utilities—Telegraphs and Telephones."

FORT WILLIAM, ONTARIO.—HYDRO ELECTRIC COMMISSION OF FORT WILLIAM AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 339.

Agreement to be in effect from May 1, 1942, to May 1, 1943, and thereafter from year to year, subject to notice. No discrimination against any employee on account of his connection with the union. All permanent employees to maintain membership and new employees are to join the union.

Hours: 8 per day, 4 on Saturdays, a 44-hour week. Overtime is payable at time and one-half until midnight; thereafter and all work on Sundays and legal holidays, double time. Hourly wage rates: journeyman lineman 88 cents, linemen 65 to 81 cents, linemen's helpers 40 to 57 cents, street light service man 69 cents, street light repairman \$183.75 per month, meter tester and repairmen \$165, meter installers \$155, meter readers \$116.50 to \$135, operators \$120 to \$150. A cost-of-living bonus of \$15.80 per month to all permanent employees, with revisions according to changes in the cost of living. Vacation: employees on monthly salary to have two weeks' vacation with pay and all legal holidays; employees on hourly rates, one week's vacation and all legal holidays. Provision is made for seniority rights.

Trade

TORONTO, ONTARIO.—CERTAIN DAIRIES AND THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS, LOCAL 647 (MILK DRIVERS AND DAIRY EMPLOYEES).

Agreement to be in effect from June 1, 1941, to January 1, 1942, and thereafter subject to 90 days' notice. Only union members to be employed, if available.

Employees to work a 6-day week, plant employees a 48-hour week. Weekly wage rates: retail sales route men \$29 plus commission, special delivery \$26, haulers between branches \$30, stablemen \$26, milk haulers, \$27, pasteurizer \$31, receiver and grader and testing room \$31, storage and bottle filler \$28, bottle washer \$28, can washer \$26, shipper and

checker \$28, utility men \$29 and \$31, mechanics \$28, all other employees \$26. Vacation: two weeks' vacation with pay annually to all employees with one year's service. Seniority rights are set out and a method of settling disputes provided for.

Service: Recreational

SAINT JOHN, N.B.—CERTAIN THEATRES AND THE INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES AND MOVING PICTURE MACHINE OPERATORS, LOCAL 440 (MOVING PICTURE MACHINE OPERATORS).

Agreement to be in effect from July 6, 1942, for the duration of the war. Only union members to be employed. Weekly wage rates for a 6-day week; shift operators \$31, with overtime at \$1 per hour.

OTTAWA, ONTARIO.—A CERTAIN THEATRE AND THE INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES AND MOVING PICTURE MACHINE OPERATORS, LOCAL 95 (STAGE EMPLOYEES).

This agreement which came into effect in 1940 to run to August 31, 1941, and year to year, is still in effect for the year 1942 to 1943. Only union members to be employed. Hours: 48 per week. Wage rates: carpenter, propertyman, electrician \$41.40, head flyman \$41, grips and extra flymen \$40.50, overtime at \$1 per hour until midnight and \$1.50 after midnight.

HAMILTON, ONTARIO.—CERTAIN THEATRES AND THE INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES AND MOVING PICTURE MACHINE OPERATORS, LOCAL 303 (MOVING PICTURE MACHINE OPERATORS).

Agreement to be in effect from January 1, 1942 to August 31, 1942, and thereafter from year to year, subject to notice. Only union members to be employed. Wage rates and hours vary with size of theatre, running time, etc., the weekly wage rates \$27.50 in the smallest theatre to \$53 in the largest theatres. Overtime is payable at \$2 per hour, Sunday work at \$3 per hour; a cost-of-living bonus is also provided for.

FORT WILLIAM AND PORT ARTHUR, ONTARIO.—CERTAIN THEATRES AND THE INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES AND MOVING PICTURE MACHINE OPERATORS, LOCAL 467 (MOVING PICTURE MACHINE OPERATORS).

Agreements to be in effect from various dates in 1941, for the duration of the war. Only union members to be employed. Wage rates are \$25 for third projectionist in one theatre, \$30, \$35, \$42.50, \$45 and \$52. Overtime is payable at \$1.35 per hour.

VANCOUVER AND OTHER CENTRES IN BRITISH COLUMBIA.—CERTAIN THEATRES AND THE INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES AND MOVING PICTURE MACHINE OPERATORS, LOCAL 348 (MOVING PICTURE MACHINE OPERATORS).

Agreements to be in effect from September 1, 1941 to August 31, 1943 (for some theatres the agreement was to August 31, 1942). Weekly wage rates: at five theatres in Vancouver, \$60.06, at four theatres \$58.34, at other theatres \$39.65 to \$50, the rate for all suburban theatres of the larger chain of theatres being \$43.78; at New Westminster theatres, \$46.20 and \$48.60; at one theatre at Rossland \$45.50; at all other theatres included in this

agreement at: Chilliwack, Kelowna, Nanaimo, Trail, Vernon, Kamloops, Nelson, Prince Rupert and Penticton, the rate is \$39.65 per week. Overtime is payable at straight time until midnight and double time thereafter; Sunday work at double time.

Service: Business and Personal

TORONTO, ONTARIO.—CERTAIN HOTELS AND THE HOTEL AND RESTAURANT EMPLOYEES' INTERNATIONAL ALLIANCE AND BARTENDERS' INTERNATIONAL LEAGUE, LOCAL No. 280 (BEVERAGE DISPENSERS)

Agreement in effect from September 1, 1941, to August 31, 1944 or for the duration of the war, if longer. Only union members to be employed. Hours: 51 per week of 6 days. Full time employees to have at least one night a week off at 6 p.m. Minimum weekly wages: \$26 for waiters handling beverages and \$29 for tapmen; steady spare man working 5 hours per day, 6 days per week, \$17; extra help 60 cents per hour. A cost-of-living bonus to be paid. Provision is made for settlement of disputes.

ST. CATHARINES, THOROLD, MERRITTON and PORT DALHOUSIE, ONTARIO.—CERTAIN HOTELS AND THE HOTEL AND RESTAURANT EMPLOYEES' INTERNATIONAL ALLIANCE AND BARTENDERS' INTERNATIONAL LEAGUE OF AMERICA, LOCAL 756 (BEVERAGE DISPENSERS).

Agreement to be in effect from April 1, 1942, to March 31, 1943. Only union members to be employed. Hours: 48 per week of 6 days. Minimum weekly wage rates: \$24 for waiters handling beverages and \$27 for tapmen; steady spareman \$15 for a 30 hour week; extra help or spare men 55 cents per hour; overtime at 60 cents per hour. Disputes are to be settled by arbitration.

EDMONTON, ALBERTA.—CERTAIN HOTELS AND THE HOTEL AND RESTAURANT EMPLOYEES' INTERNATIONAL ALLIANCE AND BARTENDERS' INTERNATIONAL LEAGUE OF AMERICA, LOCAL 579 (BEVERAGE DISPENSERS).

Agreements in effect from various dates, for the duration of the war and six months after and thereafter from year to year, subject to notice. Only union members to be employed. Hours: 48 per week; overtime is payable at 60 cents per hour. Wage rate: \$27 per week or \$4.50 per day or 60 cents per hour. Vacation: one week's vacation with pay each year after one year's service. Provision is made for the settlement of disputes.

CALGARY, ALBERTA.—CERTAIN HOTELS AND THE HOTEL AND RESTAURANT EMPLOYEES' INTERNATIONAL ALLIANCE AND BARTENDERS' INTERNATIONAL LEAGUE OF AMERICA, LOCAL 265 (BEVERAGE DISPENSERS).

This agreement which came into effect March 28, 1941, continues to March 28, 1944 from year to year, subject to notice. Only union members to be employed. Hours: 8 per day, 6 days per week, a 48-hour week for waiters, tapmen not to average more than 48 hours per week. Wages: tapmen \$5 per day, floormen 50 cents per hour, extra men 50 cents. Vacation: one week's vacation with pay each year after one year's service. Provision is made for the settlement of disputes. A supplementary agreement was made November 25, 1941, to provide for a cost-of-living bonus.

COLEMAN, BLAIRMORE, BELLEVUE and HILLCREST IN THE CROW'S NEST PASS DISTRICT, ALBERTA, AND THE HOTEL AND RESTAURANT EMPLOYEES' UNION OF CANADIAN CONGRESS OF LABOUR (BEVERAGE DISPENSERS, ETC.)

Agreement reached following strike reported in the LABOUR GAZETTE, February, 1942; pages 156. Agreement to be in effect from February 1, 1942, to January 31, 1943, and thereafter from year to year subject to notice. The agreement covers beverage dispensers and other male employees of the hotels. New employees must join the union and the employers agreed to deduct all union dues and assessments and pay same over to the union. Hours: 8 per day, 6 days per week, a 48-hour week. Overtime at time and one half. Weekly wages: tapmen \$27, floormen or part time workers 60 cents per hour. A cost-of-living bonus is provided for. Vacation: regular employees to be given two weeks' vacation with pay each year.

VANCOUVER, B.C.—CERTAIN HOTELS AND THE HOTEL AND RESTAURANT EMPLOYEES' INTERNATIONAL ALLIANCE AND BARTENDERS' INTERNATIONAL LEAGUE OF AMERICA, LOCAL 676 (BEVERAGE DISPENSERS).

Agreement to be in effect from April 7, 1942, to April 6, 1943, and thereafter from year to year, subject to notice. All help to be hired through the union offices. No discrimination against employees on account of union activity. Hours: 8 per day, 48 per week; one night off a week to steady employees. Minimum wages: tapmen \$34 per week, floormen \$31, short shift steady men 75 cents per hour (4 hours) extra men \$6 per 8 hour shift, \$3.25 per 4 hour shift. Vacation: one week's vacation with pay to steady employees with one year's service.

VANCOUVER, B.C.—CERTAIN HOTELS AND THE HOTEL AND RESTAURANT EMPLOYEES' UNION, LOCAL 28 (HOTEL EMPLOYEES).

Agreement to be in effect from August 9, 1941, to June 1, 1943, and thereafter from year to year, subject to notice. All employees must be union members and all help must be hired through the union, if available. Hours: 8 per day, 6 days per week, a 48-hour week. Overtime is payable at time and one half. Wages: for waiters and waitresses (counter) \$2.85 per day or \$17 per week for 8 hour day, \$2.30 per day on \$13.80 per week for 6 hours; waiters and waitresses (dining room) \$2.50 per day, \$15 per week for 8 hour day, \$2 per day, \$12 per week for 6 hour day; short shifts 40 cents per hour; busboys and busgirls \$2.30 per day, \$13.40 per week with an 8-hour day; waiters and waitresses on night shifts \$3.25 per day, \$19.50 per week. Employees on 8 hours to receive 3 meals, those on a 6 hour day 2 meals and those on 4 hours or less one meal, all without charge. Vacation: one week's vacation with pay each year to employees with one year's service.

NEW WESTMINSTER, B.C.—CERTAIN HOTELS AND THE HOTEL AND RESTAURANT EMPLOYEES' INTERNATIONAL ALLIANCE AND BARTENDERS' INTERNATIONAL LEAGUE, LOCAL 835 (BEVERAGE DISPENSERS).

Agreement to be in effect from June 26, 1942, to June 1, 1943, and thereafter from year to year, subject to notice. No discrimination against any employee on account of union activity. Hours: 48 per week. Wages: tapmen \$34 per week, floormen \$31, short shift men \$5.60 per 6 hour shift (\$6 if union members) \$2.80 per shift of 4 hours (\$3 if union members). Vacation: one week's vacation with pay for employees with one year's service.

COLLECTIVE AGREEMENT ACT, QUEBEC

Recent Proceedings Under the Act

THE Collective Agreement Act was assented to June 22, 1940, and was summarized in the *LABOUR GAZETTE*, August, 1940, page 812. It replaces the Collective Labour Agreements Act, 1938. Agreements and regulations under the "Collective Labour Agreements Act," the "Act respecting Workmen's Wages" and under the original Act, "The Collective Labour Agreements Extension Act, 1934," continue in effect for the period for which they were made or have been renewed or amended. Under the Collective Agreement Act, any party to a collective agreement made between the representatives of an association of employees and the representatives of an association of employers or one or more employers may apply to the Lieutenant-Governor in Council through the provincial Minister of Labour to have those terms of such agreements which govern wages, hours of labour, apprenticeship, classification of operations, determination of classes of employers and employees and all such provisions as the Lieutenant-Governor in Council may deem in conformity with the spirit of the Act made obligatory on all employers and employees in the trade, industry, commerce or occupation throughout the province or within the district determined in the agreement. Notice of such application is published and thirty days is then allowed for filing of objections and the Minister may hold an inquiry. After this period, if the Minister considers that the terms of the agreement "have acquired a preponderant significance and importance" and that it is advisable with due regard to economic conditions, an Order in Council may be passed granting the application and making the provisions of the agreement obligatory from the date the Order in Council is adopted. The Order in Council may be amended or revoked by a further Order in Council on the recommendation of the Minister of Labour after consulting the parties to the agreement and after the required notice has been published in the *Quebec Official Gazette*. A parity committee (formerly called a joint committee) must be formed by the parties to an agreement made obligatory under this Act and the Minister may add to such committee representatives nominated by employers and employees not parties to the agreement. The committee is to make its own by-laws and when these are approved by Order in Council and noted in the *Quebec Official Gazette*, the committee is constituted a corporation. A parity committee may require certificates of competency from

workers within the scope of the agreement and such by-laws must be approved by Order in Council and published in the *Quebec Official Gazette*. Proceedings under the Collective Labour Agreements Extension Act were summarized in the *LABOUR GAZETTE* from June, 1934, to July, 1937. Proceedings under the Workmen's Wages Act were noted in the issues from July, 1937, to April, 1938. Proceedings under the Collective Labour Agreements Act are noted in the issues from May, 1938, to July, 1940. Proceedings under the Collective Agreement Act are noted in the issues beginning August, 1940.

Recent proceedings under the Act include the extension of one new agreement and the amendment of eight others, all of which are summarized below. A request for the extension of a new agreement for retail food stores in Quebec was published in the *Quebec Official Gazette*, November 21. Requests for the amendment of certain agreements were published in the *Quebec Official Gazette*, as follows: building trades at St. Hyacinthe, in the issue of November 7; barbers and hairdressers in Missisquoi County and the tannery industry throughout the Province, in the issue of November 14; barbers at Sherbrooke and the dress manufacturing industry throughout the Province, in the issue of November 21; clerks and accountants in Chicoutimi and the Lake St. John district, building trades at Three Rivers, and building trades at Sherbrooke, in the issue of November 28.

In addition, Orders in Council were published in the *Quebec Official Gazette* during November, approving or amending the constitution and by-laws of certain parity committees, and others approving the levy of assessments or amending previous Orders in Council in this connection, for certain other parity committees.

Manufacturing: Vegetable Foods

BAKERS, THREE RIVERS

An Order in Council, dated November 12, and published in the *Quebec Official Gazette*, November 21, corrects the previous Order in Council (*LABOUR GAZETTE*, November, 1942, page 1347) which had amended previous Orders in Council (*LABOUR GAZETTE*, March, 1938, page 334 and March, 1940, page 281). For distributors of bread, cake and pastry, the cost of living bonus is equivalent to a 2.4 point rise representing the change in the cost of living between October 1, 1941, and July 1, 1942. The cost of living bonus shown in the *LABOUR GAZETTE*, November, 1942, page 1347 applied only to journeymen bakers and their apprentices.

Manufacturing: Fur and Leather Products

TANNERY INDUSTRY, PROVINCE OF QUEBEC

An order in Council, dated November 5, and published in the *Quebec Official Gazette*, November 7, amends the previous Orders in Council for this industry (LABOUR GAZETTE, March, 1940, page 282; February, 1941, page 183, August, page 1008, October, page 1313; March 1942, page 353, and September, page 1097), by an amendment which does not alter the clauses summarized in the LABOUR GAZETTE.

FUR MANUFACTURING INDUSTRY (RETAIL TRADE), MONTREAL

An Order in Council, dated November 20, and published in the *Quebec Official Gazette*, November 28, amends the previous Orders in Council for these workers (LABOUR GAZETTE, September, 1940, page 971, and December, 1941, page 1572) by changing the cost-of-living bonus conditions to conform to the federal government 1942 Order in Council 5963 and the decision of the Regional War Labour Board, the cost-of-living bonus payable now being calculated on the increase in the cost of living from July, 1940 to July 1, 1942.

Construction: Buildings and Structures

BUILDING TRADES, CHICOUTIMI AND LAKE ST. JOHN DISTRICT

An Order in Council, dated November 5, and published in the *Quebec Official Gazette*, November 7, amends the previous Order in Council for these trades (LABOUR GAZETTE, August, 1941, page 1009, November, page 1425, and December, page 1573). The agreement is extended to April 1, 1943, and thereafter from year to year, subject to notice. A cost-of-living bonus, adopted by the Regional War Labour Board, is fixed at 5 cents per hour to be effective without change until October 28, 1943.

BUILDING TRADES, ST. JOHN AND IBERVILLE

An Order in Council, dated November 5, and published in the *Quebec Official Gazette*, November 7, amends the previous Orders in Council for these trades (LABOUR GAZETTE, August, 1941, page 1009, November, page 1425, and December, page 1573). The agreement is extended to April 1, 1943, and thereafter from year to year, subject to notice. Following a decision of the Regional War Labour Board and in accordance with the federal government 1942 Order in Council 5963, a cost-of-living bonus of 5 cents per hour is to be paid until October 28, 1943.

BUILDING TRADES, MONTREAL

An Order in Council, dated November 20, and published in the *Quebec Official Gazette*, November 28, corrects the wording of the previous Order in Council (LABOUR GAZETTE, November, 1942, page 1348) but does not affect the summary given in the LABOUR GAZETTE.

Trade

RETAIL STORES, QUEBEC

An Order in Council, dated November 5, and published in the *Quebec Official Gazette*,

November 7, amends the previous Order in Council for these retail stores (LABOUR GAZETTE, October, 1940, page 1076; January, 1939, page 96, March, page 336, July, page 729, October, page 1067; January, 1940, page 69, April, page 391, August, page 867; February, 1941, page 184, August page 1013, November, page 1425; and May, 1942, page 631). Changes and additions are made to the definitions of various types of employees. Weekly wage rates: for male apprentice tailor and dressmaker, \$5 during first year to \$15 during fourth year and \$21 for skilled tailor or dressmaker with five years experience; for female apprentice milliner, seamstress, wages are from \$5 per week during first year to \$10 during fourth year and \$11.50 for skilled milliner and seamstress. In place of the previous cost-of-living bonus, the bonus is now provided in the federal government 1942 Order in Council 5963, and follows a decision of the Regional War Labour Board, the bonus represents the difference in the cost of living between August, 1939 and July, 1942, and varies with changes in the cost of living. Vacation: one week's vacation with pay after one year's service.

HARDWARE AND PAINT STORES, QUEBEC

An Order in Council, dated November 20, and published in the *Quebec Official Gazette*, November 28, amends the previous Orders in Council for these stores (LABOUR GAZETTE, April, 1940, page 391, December, page 1312; January, 1941, page 70, June, page 705; June, 1942, page 739, and September, page 1097). In accordance with the federal government 1942 Order in Council 5963, and as authorized by the Regional War Labour Board, a cost-of-living bonus to be paid based on the rise in the cost-of-living index number from May, 1941, to October, 1941, with further adjustments with changes in the cost of living.

Service: Public Administration

MUNICIPAL EMPLOYEES, SHERBROOKE

An Order in Council, dated November 12, and published in the *Quebec Official Gazette*, November 21, makes obligatory the terms of an agreement between the Municipal Corporation of Sherbrooke and the Syndicat des employés municipaux de la cité de Sherbrooke (The Union of Municipal Employees of the city of Sherbrooke). The agreement is to be in effect from November 21, 1942, to May 1, 1943, and thereafter from year to year, subject to notice, and applies to permanent employees of the roads, aqueduct, parks and hygiene departments. Hours: 8 per day; overtime at time and one quarter; Sunday work at time and one half. Six holidays are to be allowed with pay, but if required to work on these holidays, time and one quarter to be paid. Hourly wage rates for some classes: labourers 40 cents, specialized labourers 45 cents, boiler firemen 45 and 50 cents, firemen and operators in asphalt shop 45 cents, asphalt roller operators 50 cents, ordinary steam roller operators 45 cents, steam roller scale worker 35 cents, blacksmiths 45 to 55 cents, garage chief mechanic 65 cents, foreman of asphalt shop and of sewers services 60 cents, aqueduct foreman 50 to 67½ cents; other classes 45 to 55 cents.

PRICES, RETAIL AND WHOLESALE, IN CANADA, NOVEMBER 1942

Cost of Living, Prices of Staple Articles and Index Numbers

THE Dominion Bureau of Statistics official index number of the cost of living on the base period 1935 to 1939 as 100 advanced from 117.8 at the beginning of October to 118.6 at the beginning of November due to an increase of about two per cent in the food group, all other groups being unchanged. Higher prices for beef, oranges, butter, potatoes, lard, and lemons accounted for most of the advance in the index. Comparative figures at certain earlier dates are 116.3 for November, 1941; 107.8 for November, 1940; and 100.8 for August, 1939, the last pre-war month.

Since the outbreak of the war the index has advanced 17.7 per cent as compared with an increase of 37.2 per cent between July, 1914, and October, 1917, the comparable period during the last war.

After adjustment to the base 100.0 for August, 1939, as required by Order in Council P.C. 5963 of July 10, 1942, the index was 117.7 at November 2; 116.9 at October 1; 115.4 at November 1, 1941; 114.6 at October 1, 1941; and 106.9 at November 1, 1940. Since the introduction of price control the index has advanced 2.3 points, that is between October 1, 1941, and November 1, 1942, as

compared with an advance of 23.2 points for the corresponding period during the last war after the index was similarly adjusted to the base July, 1914.

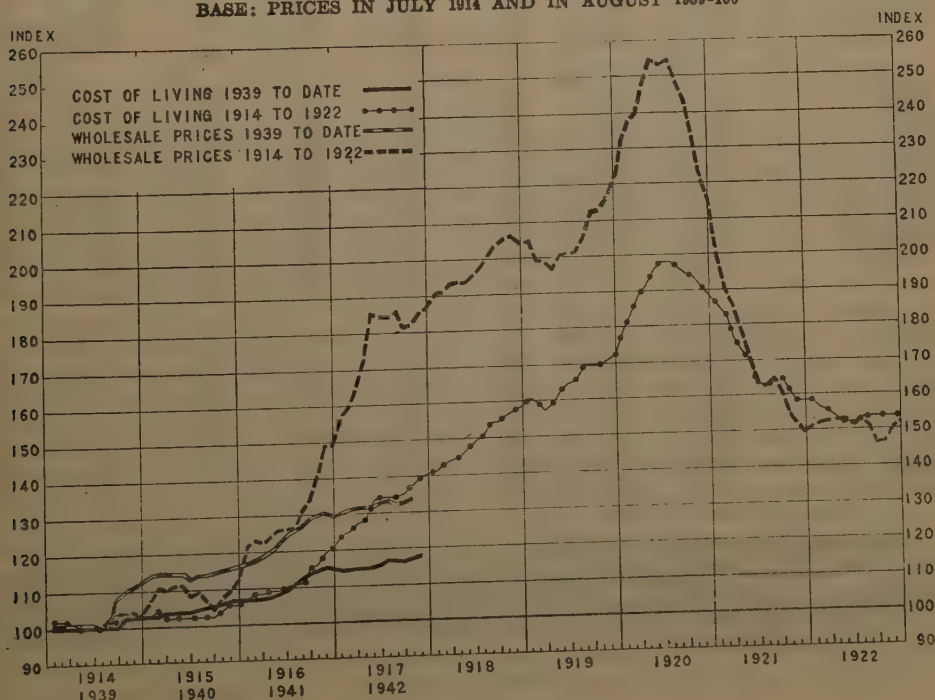
Foods advanced 33.3 per cent between August, 1939, and November, 1942; clothing 20 per cent; house furnishings and services 16.7 per cent; fuel and light 13.9 per cent; rent 7.2 per cent; and the miscellaneous group, 5.7 per cent.

In compliance with Order in Council P.C. 6219, as amended, the prices of cigarettes and tobacco used in calculating the index do not include the tax imposed on June 24, 1942, under the special War Revenue Act.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941, the Order having been amended to change the effective date from November 17 to December 1. The text of P.C. 8527 which appeared in the LABOUR GAZETTE, for November, 1941, on page 1371 provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, except under the regulations of the Wartime Prices and Trade Board. In

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1942

BASE: PRICES IN JULY 1914 AND IN AUGUST 1939-100



DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

PRICES AS AT THE BEGINNING OF EACH MONTH

	Adjusted to base 100-0 for August, 1939	On base of average prices in 1935-1939 as 100*						Miscel- laneous
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	
1913.....		79.7	88.3	74.3	76.9	88.0		70.3
1914.....		80.0	91.9	72.1	75.4	88.9		70.3
1915.....		81.6	92.7	69.9	73.8	96.8		70.9
1916.....		88.3	103.3	70.6	75.4	110.8		74.5
1917.....		104.5	133.3	75.8	83.8	130.3		81.5
1918.....		118.3	152.8	80.2	92.2	152.3		91.4
1919.....		130.0	163.3	87.6	100.7	175.1		101.2
1920.....		160.5	188.1	100.2	119.9	213.1		110.3
1921.....		132.5	143.9	109.2	127.6	123.4		112.5
1922.....		121.3	121.9	113.7	122.2	147.0		106.1
1926.....		121.8	133.3	115.9	116.8	139.1		105.1
1927.....		119.9	130.8	114.5	114.4	135.6		104.8
1928.....		120.5	131.5	117.3	113.2	135.5		105.0
1929.....		121.7	134.7	119.7	112.6	134.8		97.8
1934.....		95.6	92.7	93.2	102.1	97.1		
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2
1939								
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	109.9	101.3
September 1.....	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7
November 1.....	103.0	103.8	107.1	104.4	105.3	99.6	101.0	101.9
December 1.....	103.0	103.8	104.7	104.4	105.4	103.3	104.1	102.0
Year.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4
1940								
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8
February 1.....	103.0	103.8	104.5	104.4	105.8	103.3	104.3	101.9
March 1.....	103.8	104.6	104.8	104.4	105.7	107.8	105.9	101.9
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8
May 1.....	104.1	104.9	104.4	105.9	106.1	107.8	106.2	101.8
June 1.....	104.1	104.9	103.8	106.9	106.0	109.1	106.5	101.8
July 2.....	104.8	105.6	105.8	106.9	107.9	109.1	106.9	102.2
August 1.....	105.1	105.9	105.4	106.9	108.4	109.1	106.9	103.0
September 2.....	105.6	106.4	105.4	106.9	108.5	112.4	108.9	102.8
October 1.....	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8
November 1.....	106.9	107.8	108.7	107.7	108.5	113.5	110.0	102.8
December 2.....	107.1	108.0	109.1	107.7	108.5	113.5	110.7	102.8
Year.....		105.6	105.6	106.3	107.1	109.2	107.2	102.3
1941								
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1
February 1.....	107.3	108.2	108.8	107.7	108.7	114.1	111.5	103.1
March 1.....	107.3	108.2	109.0	107.7	108.9	114.2	111.6	102.9
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9
May 2.....	108.5	109.4	109.7	109.7	109.2	114.5	111.8	105.1
June 2.....	109.6	110.5	112.5	109.7	110.2	114.9	112.1	105.6
July 2.....	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6
August 1.....	112.8	113.7	121.3	109.7	110.5	115.7	114.3	106.1
September 2.....	113.8	114.7	123.3	109.7	110.9	117.4	115.8	106.4
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5
November 1.....	115.4	116.3	125.4	111.2	112.7	120.0	117.9	106.7
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7
Year.....		111.7	116.1	109.4	110.3	116.1	113.8	105.1
1942								
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8
February 2.....	114.8	115.7	123.1	111.2	112.9	119.8	118.0	107.1
March 2.....	115.0	115.9	123.7	111.2	112.9	119.8	118.0	107.1
April 1.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1
May 1.....	115.2	116.1	124.3	111.3	112.9	119.9	118.0	107.1
June 1.....	115.8	116.7	126.2	111.3	112.6	119.9	117.9	107.1
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1
August 1.....	116.8	117.7	129.6	111.3	112.5	120.1	117.8	107.1
September 1.....	116.5	117.4	128.5	111.3	112.5	120.1	117.8	107.1
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1
November 2.....	117.7	118.6	132.4	111.3	112.8	120.1	117.8	107.1

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

The cost of living bonus provided for by the Wartime Wages Control Order, July 10, 1942, P.C. 5963, replacing P.C. 8253, must be based on the index shown in the left-hand column. For each rise of one point in the index the amount of the bonus or its increase shall be:—(1) twenty-five cents per week for all adult male employees, and for all other employees employed at weekly wage rates of twenty-five dollars or more, and (2) one per cent of their basic weekly wage rates for male employees under twenty-one years of age and female workers employed at basic wages rate of less than twenty-five dollars per week.

AVERAGE RETAIL PRICES IN SIXTY-NINE CITIES IN CANADA FOR CERTAIN STAPLE FOODS AND FUEL AT CERTAIN DATES 1914 TO 1942

Commodities	Unit	Nov. 1914	Nov. 1915	Nov. 1916	Nov. 1917	Nov. 1918	Nov. 1920	Nov. 1922	Nov. 1929	Nov. 1933	Nov. 1939	Nov. 1940	Nov. 1941	Oct. 1942	Nov. 1942
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin steak.....	lb.	24.4	23.7	26.1	31.3	37.6	37.8	27.7	35.9	19.7	28.7	30.1	34.2	36.9	38.1
Beef, round steak.....	lb.	.....	.....	22.9	28.5	34.2	33.0	22.6	30.8	15.8	24.5	26.1	30.1	33.2	34.5
Beef, rib roast.....	lb.	.....	.....	20.7	25.9	30.9	30.1	20.9	28.4	14.9	21.5	25.4a	29.4a	31.9a	33.0a
Beef, shoulder.....	lb.	17.1	16.2	17.1	21.7	26.6	24.2	15.0	22.4	10.5	16.6	17.8b	21.4b	23.9b	25.0b
Beef, stewing.....	lb.	.....	.....	.....	.....	.....	20.3	11.5	18.1	8.4	13.7	14.5	17.5	20.1	21.1
Veal, forequarter.....	lb.	18.0	17.6	19.8	24.3	27.6	28.7	18.4	24.9	11.5	16.9	19.3	21.4	23.4	22.1
Mutton, hindquarter....	lb.	20.9	20.9	24.3	29.7	35.2	35.2	26.9	30.4	17.2	24.2	27.2c	31.3c	34.5c	34.5c
Pork, fresh, from ham..	lb.	20.0	19.8	23.4	32.5	37.3	41.7	27.9	30.0	15.8	23.8	25.9	29.5	30.6	30.9
Pork, salt mess.....	lb.	18.8	18.1	21.3	29.9	35.0	36.7	25.9	27.5	15.6	21.5	19.3	24.2	24.5	24.6
Bacon, not sliced.....	lb.	26.4	26.2	30.6	44.1	51.4	58.5	40.9	40.1	21.1	31.7	20.3	40.0	40.1	40.5
Bacon, sliced.....	lb.	.....	.....	.....	.....	.....	63.3	45.3	44.4	24.2	35.3	32.5	43.4	44.2	44.4
Fish, salt cod.....	lb.	.....	.....	.....	.....	.....	24.1	20.9	20.0	17.4	18.8	19.8	23.1	27.1	27.9
Fish, finnan haddie....	lb.	.....	.....	.....	.....	.....	21.7	20.1	20.4	16.1	18.1	18.8	21.4	25.3	26.7
Lard.....	lb.	18.4	18.2	22.5	32.4	37.1	36.9	22.9	21.5	13.2	13.7	10.5	18.1	15.9	16.2
Eggs, fresh.....	doz.	40.3	42.6	50.1	58.1	67.1	78.8	51.6	58.5	37.7	41.9d	44.2d	51.2d	50.4d	55.4d
Eggs, cooking.....	doz.	32.5	34.6	41.3	50.7	58.5	70.2	43.7	48.6	27.7	32.8f	35.4f	43.2f	41.5f	49.2f
Milk.....	qt.	8.8	8.6	9.4	11.6	13.5	15.5	11.7	12.6	9.7	10.9	11.1	11.8	12.0	12.1
Butter, dairy.....	lb.	30.0	32.3	41.4	47.2	52.1	61.5	38.8	43.6	21.0	28.6	.....	35.3	36.3	36.8
Butter, creamery.....	lb.	34.5	36.8	45.6	51.4	57.2	66.5	43.7	47.4	24.3	32.6	32.8	37.5	39.5	40.0
Cheese, Canadian mild..	lb.	20.2	21.3	26.9	30.1	32.3	38.4	28.5h	33.1h	19.7h	22.8h	23.4	36.5	34.0	34.1
Bread, white.....	lb.	4.4	4.4	5.8	7.5	7.9	9.4	6.7	7.9	5.9	6.3	6.7	6.8	6.8	6.8
Flour.....	lb.	3.8	3.4	5.4	6.5	6.9	7.5	4.4	5.3	3.1	3.4	3.5	3.6	3.6	3.6
Rollod oats, bulk.....	lb.	4.9	4.7	5.4	6.6	8.2	8.0	5.5	6.5	5.1	5.3	5.3	5.7	5.7	5.7
Rice.....	lb.	6.6	5.9	6.7	9.4	12.6	16.5	10.6	10.3	8.1	8.3	9.1	10.5	11.5	11.7
Tomatoes, canned, 2 1/2's.	tin	.....	.....	.....	18.5	19.7	20.8	18.0	15.9	11.8	11.7	13.3	13.9	13.9	13.9
Peas, canned, 2's.....	tin	.....	.....	.....	21.7	24.3	20.6	16.6	16.2	11.8	11.0	11.4	13.4	13.7	13.7
Corn, canned, 2's.....	lb.	6.8	7.9	11.2	16.3	16.5	11.1	8.5	11.3	4.4	6.9	7.1	6.6	6.5	6.5
Beans, dry.....	lb.	.....	.....	.....	.....	.....	5.1	4.5	5.2	3.3	3.7	3.5	5.2	5.0	4.8
Onions.....	75 lb.	79.2	96.7	152.5	167.5	160.0	183.1	95.7	184.5	91.4	124.3	102.2	122.4	.....	.....
Potatoes.....	15 lb.	.....	.....	.....	.....	.....	41.2	23.6	42.1	21.9	29.1	25.0	29.2	39.2	39.6
Apples, evaporated.....	lb.	12.8	12.1	13.6	16.8	23.5	28.5	22.6	21.5	14.8	15.2	.....	15.2	15.9	15.9
Prunes, medium.....	lb.	13.1	12.8	13.3	16.5	19.2	26.6	19.8	15.3	12.2	11.5	11.5	12.6	13.0	13.1
Raisins, seedless, 16 oz.	pkg.	.....	.....	.....	.....	.....	29.8	23.3	16.0	16.8	17.0	16.5	17.3	16.8	16.5
Currants, bulk.....	lb.	.....	.....	.....	.....	.....	30.5	23.3	19.3	16.1	15.1	14.7	15.3	15.2	15.4
Peaches, canned, 2's.....	tin	.....	.....	.....	.....	.....	42.2	34.1	27.0	20.0	16.2	15.7	16.1	16.3	16.3
Corn syrup, 5 lb.....	tin	.....	.....	.....	.....	.....	73.0	50.7	42.6	41.8	43.1	44.9	59.3	60.2	60.3
Sugar, granulated.....	lb.	8.1	7.6	9.4	10.7	12.3	16.0	9.0	7.2	8.0	7.2	7.5	8.6	8.6	8.6
Sugar, yellow.....	lb.	7.4	7.0	8.8	9.9	11.3	15.4	8.5	6.9	7.8	7.0	7.3	8.4	8.4	8.4
Tea, black.....	lb.	39.1	38.7	39.8	49.9	62.4	62.6	59.1	70.2	43.1	61.5	67.7	82.1	.....	.....
Coffee.....	lb.	39.6	39.6	39.7	40.2	46.4	61.7	53.2	60.6	39.7	42.4	45.5	48.7	48.1	48.2
Cocoa, 1/2 lb.....	tin	.....	.....	.....	.....	.....	32.7	28.1	27.3	22.7	19.2	19.2	19.2	19.0	18.9
Coal, anthracite, U.S..	ton	\$ 8.64	\$ 8.45	\$ 9.99	\$ 11.15	\$ 12.55	\$ 20.35	\$ 18.49	\$ 16.17	\$ 15.07	\$ 14.83	\$ 15.72	\$ 16.52	\$ 16.57	\$ 16.57
Coal, bituminous.....	ton	5.99	5.82	7.07	8.78	10.18	15.15	12.30	10.08	9.29	9.63	9.99	10.63	10.61	10.62
Coke.....	ton	.....	.....	.....	.....	.....	12.86	12.66	12.16	11.60	12.22	12.70	13.58	13.27	13.32
Wood, hard, long.....	cord	6.82	6.61	7.76	9.53	12.64	13.92	12.66	12.16	9.54	9.70	9.85	11.29	11.42	11.35
Wood, hard, stove.....	cord	.....	.....	.....	.....	.....	15.95	14.76	14.51	11.37	11.72	12.05	13.46	13.86	13.84
Wood, soft, long.....	cord	5.03	4.87	5.23	6.96	9.17	10.78	9.47	8.69	7.28	7.15	7.47	8.12	8.24	8.23
Wood, soft, stove.....	cord	.....	.....	.....	.....	.....	12.67	10.47	10.92	8.75	8.60	8.83	9.54	9.78	9.76

a. Rolled. b. Blade. c. Lamb. d. Grade A. f. Grade B. h. Kind most sold.

each issue of the LABOUR GAZETTE the activities of the Board in the operation of the price control policy are summarized. Prices of certain fresh fruits and vegetables and certain kinds of fresh, cured and canned fish were exempted by the Board from the provisions of the maximum prices regulations. The order does not apply to sales by farmers and fishermen to dealers or processors of live stock, poultry, eggs, milk, cream, dairy butter, farm-made cheese, honey, maple syrup and fish, but does apply to sales by such dealers and processors and to sales by farmers and fishermen to consumers.

The index number of the cost of living was constructed on the basis of a survey of

expenditure of 1,439 families of wage-earners and salaried workers with earnings between \$450 and \$2,500 in 1938. The average expenditure was \$1,453.90 divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.50; clothing (11.7 per cent), \$165.80; home furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index was \$40.

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTINGS

LOCALITY	Beef					Veal		Pork					Bacon	
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Boneless fronts, per lb.	Shoulder roast per lb.	Lamb, leg roast per lb.	Fresh loin, per lb.	Fresh leg roast, from ham, per lb.	Fresh shoulder, per lb.	Salt, regular meat, per lb.	Breakfast, not sliced, per lb.	Medium, sliced, per lb.
	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
Dominion (average).....	38-1	34-5	33-0	25-0	21-1	27-1	22-1	34-5	34-1	30-9	26-4	24-6	40-5	44-4
Nova Scotia (average).....	41-3	35-0	31-8	25-9	21-0		18-3	35-8	33-8	33-3	26-1	23-6	41-3	43-9
1—Sydney.....	46-5	37-7		29	23-5			36-3		35				
2—New Glasgow.....	41	35-7	33-6	27-6	22-6		15	36	33-9	35	28-3	24-1	42	43-8
3—Amherst.....	37-7	33-3	30-3	23-4	17-7			36	32-3			22		44-4
4—Halifax.....	40-2	33-5	30-1	24	21-3		18	33-5	33-9	30	26-4	23-7	41	43
5—Windsor.....														44
6—Truro.....	41	35	33-2	25-6	19-7			37	35-2		26	23-7		44
7—P.E.I.—Charlottetown.....	37-8	33-4	31-7	24-4	20-3	22-7	20-0	33-2	34-7	30-0	27-7	24-0	40-0	43-5
New Brunswick—(average).....	40-8	34-4	31-7	24-3	19-7	23-7	23-0	35-6	31-9	33-0	25-9	24-0	38-5	43-5
8—Moncton.....	39-1	33-2	31	24-2	18-3		25	36-4	33-3	33	27-9	23-9	38	46-1
9—Saint John.....	42-4	34-8	32	24-6	20-3	22-4	21	34-7	32-7	33	26-5	23-5	39	42
10—Fredericton.....	40-8	34-7	32-1	23-5	20-1	25		35-6	29-6		23-4	24-7		45-1
11—Bathurst.....		35		25	20							24		40-7
Quebec (average).....	36-1	34-7	28-8	23-5	16-8	26-2	24-0	32-8	28-7	28-4	23-9	24-0	35-3	42-0
12—Quebec.....	36-6	35-1	24-8	24-4	15-9	25-6	23	30-9	24-2	23	23	23-9		38-9
13—Three Rivers.....	36-7	33-8	27-8	23	18-1	22-3	23	30	26-5	28	23-5	22-2	41	46
14—Sherbrooke.....	38-7	35-9	30-9	25-9	17-7	22-4	25	33-2	30-4	32	23-4	23-9	35	36-7
15—Sorel.....	36-3	37-1	29-5	21-9	16-4	24-7		31-4	29		21-7	22-8		44-4
16—St. Hyacinthe.....	30-8	30-7	27-5	21-2	18-1	27-4		31	26-7		22-7	20-5		44-6
17—St. Johns.....	41	36-3	30-5	25	15-7	32-7		41-3	35-2		26-7	24-7		43-2
18—Theford Mines.....	30-1	33-9	22-3	24-1	15-3		25	30	24-1	24	23-6	23-6	30	36-6
19—Montreal.....	37-6	35-2	34-3	21-9	17-3	23-9	24	33-5	31-1	35	24-4	27-1		43-8
20—Hull.....	36-7	34-4	31-3	27-7	16-7	24-6		34-3	31-1		26	27-5		44
Ontario (average).....	38-1	35-0	34-4	25-8	21-9	28-0	26-9	35-2	36-3	32-4	27-8	25-5	40-9	44-2
21—Ottawa.....	39-9	36	36-3	27	22-1	25-8		33-2	33-3		26-6	26-1		46-5
22—Brockville.....	37	34-8		25-5	22-3			35	33-3		25-8			44-1
23—Kingston.....	36-9	33-4	32	24-7	17-5		30	34	35-7	30	25-9	26		43-8
24—Belleville.....	35-5	32-4	34	23-2	18-3		32	34-5	34-4	30	27-3			44-5
25—Peterborough.....	38-9	35	34-7	26	21-9		28	35-4	37-2	28	29	26-6		44-2
26—Oshawa.....	37	35-3	37-6	26-9	22-7	30-8	27	36-3	37	30	28-6	23	42	44-0
27—Orillia.....	39	35-7	34-7	26-5	25	28-7		38-3	37-7		30	26		46-7
28—Toronto.....	39-3	35-2	38-1	27-5	24	28-6		35-4	37-6	37	25-7		43	47-3
29—Niagara Falls.....	38-1	35-4	34-4	26-8	19-8		27	35	37-3		27-7			43-9
30—St. Catharines.....	40-4	36	37-4	28-4	21-8		27	35-3	37	30	27-2		40	44-3
31—Hamilton.....	40-1	37-4	35-3	27-1	24-9	30-1	23	36-7	37	28	29-8		41	44-2
32—Brantford.....	37-7	35-3	33-6	26-3	19-6	27-2	25	35-7	36-8	33	29		39	45-9
33—Galt.....	38	34-7	35-5	26-5	23-3		28	35-7	37-4				43	45-9
34—Guelph.....	34-7	32	32-2	23-7	22-7	28-6		35-4	36		28-4			44-3
35—Kitchener.....	37-1	35-6	33-1	25-8	22-7	27-4		35-1	37		26-8			44-0
36—Woodstock.....	39-3	34-7	35	25-3	21			35	38		26-7			42-4
37—Stratford.....	38-5	34-8	35-7	25-7	23-5			36-3	36-4		26-4			45-1
38—London.....	37-9	35-6	34-8	25-7	22	27-3	25	36-3	36-6	32	27-5		40	44-1
39—St. Thomas.....	38-5	35-7	34-9	25-7	22-8	28	28	35	37-1	30-5	28-8		40	43-9
40—Chatham.....	38-5	36-2	35-6	27-2	20-3	29-3		37-7	36-9		31-4	25-7		44-7
41—Windsor.....	38-5	35-3	34-4	26-3	23-3		24	33-6	35-8	35	28-6	26-6	38	42-6
42—Sarnia.....	38-1	34	33-3	25-3	21-9	28		35	34-8		27-7	28		43-9
43—Owen Sound.....	37-3	34-6	34-1	25-1	20-9	27-5		36-3	34-7		26-2			44-5
44—North Bay.....	40-3	36-3	37	27-7	27			35-7	38					45-4
45—Sudbury.....	37-7	33-3	33-7	25-7	21		27-5	33-4	36	38	28-3	24-2		41
46—Cobalt.....							28			35		25-5		42
47—Timmins.....	35-1	33-1	31-9	24	21-4	25	25	34-2	35-7	35	27-4	25-7	39	40-9
48—Sault Ste. Marie.....	39-6	35-9	30-2	25-4	20-5		27	34-7	35-1	35	27-1			42-3
49—Port Arthur.....	38-7	34-5	31-5	23-3	21		25	33-7	35-3	32	27-5		45	45-9
50—Fort William.....	37-9	35-9	31	23	19-5	27-8	28	34-3	36-4	33	28-2		24-1	43-3
Manitoba (average).....	35-3	30-0	30-5	22-6	20-4	24-5	20-8	31-0	35-3	25-0	27-0	23-7	37-0	45-1
51—Winnipeg.....	36-3	31-7	30-2	23-5	21-7	24-5	21-5	30-5	36-2		29	23-7	39	44-4
52—Brandon.....	34-7	28-3	30-7	21-7	19-1		20	31-5	34-3	25	25		35	45-7
Saskatchewan (average).....	35-1	30-6	31-2	22-0	18-4	22-5	20-8	29-9	30-5	26-5	22-4	21-0	39-8	41-7
53—Regina.....	36-3	32-2	30-8	22	19-9	22-7	22	30-3	31	28	21-7		43	43-2
54—Prince Albert.....							22			23				40
55—Saskatoon.....	32-9	28-9	30-5	21-3	16-6	22-2	19	27-6	30-5	28	22-3	21	36	43-5
56—Moose Jaw.....	36	30-6	32-2	22-7	18-7		20	31-7	30	27	23-3			44-1
Alberta (average).....	35-9	31-8	30-7	23-3	19-7	22-6	24-0	32-7	33-4	26-8	24-0	23-6	37-5	44-8
57—Medicine Hat.....	36	32-5	31-7	23-7	23-3			33-7	35-7		23-7			43-7
58—Drumheller.....	35-2	32-7	27-3		18		25		34-5	28		23-3	35	42-7
59—Edmonton.....	34-3	29-4	30-9		21-3	17-4		29-9	34		25-5	23-1		42-9
60—Calgary.....	37-9	32-5	34-5		23-3	21-5	23-4		34			24-4		46-6
61—Lethbridge.....	36	32	29	24-7	18-5			33	29-3	25-5	22-7		40	48
British Columbia (average).....	40-9	36-5	37-0	26-2	25-8	30-7	25-9	36-5	34-9	32-2	27-0	25-9	45-5	49-3
62—Fernie.....	37	35	36-7	25-3	23	28-3		36			23-5			46
63—Nelson.....	41-8	37-7	36-7	28-4	26-7	28-7	27	40	37-2	35	28	25-4	43	46-4
64—Trail.....	39-6	35-4	35-9	24-3	25	27-5	21	33-3			26-1	24-7	45	48-9
65—New Westminster.....	41-1	35-9	35-2	24-1	26	28-6	21	34-6	33-8	29	26-7	26-3	50	51-7
66—Vancouver.....	43-8	38-1	38-8	27	27-8	32-1	24	36-5	36-3	33	27-9	27-2	47	50-9
67—Victoria.....	44-8	38-4	36-7	27-4	27-8	31-7	30	36-7	34-2	28	26-5	26-3	45	55
68—Nanaimo.....														
69—Prince Rupert.....	39-7	35	34-3	24	22-7	38-3	30					28		50

a. Price per single quart higher.

b. Grocers' quotations.

Ham, boiled, sliced, per lb.	Fish							Lard, pure, per lb. package	Shortening, vegetable per lb. package	Eggs		Butter		
	Cod steak, fresh, per lb.	Halibut, fresh and frozen per lb.	Whitefish, fresh and frozen, per lb.	Salt cod, boneless, per lb.	Finnan haddie, per lb.	Salmon, pink, per lb. tin	Grade A, medium or large, per doz.			Grade B, medium or large, per doz.	Milk in bottles, per quart	Dairy, prints, rolls, etc., per lb.	Creamery, prints, per lb.	
65-1	23-0	36-2	25-2	27-9	26-9	22-2	16-2	19-4	55-4	49-2	12-1	36-8	40-0	
65-1	17-8	39-9		28-0	24-3	23-4	17-2	19-6	57-9		12-2	37-5	43-0	
68-5	15-7			27-6		22-1	16-5	19-2	56		13-14	38	42-9	
64-7	18-3	36-8		27-3		25	17-5	19-7	54-7		12	40	43-1	
61-3				28-4		24-6	18-2	19-9	58-7		11b		43	
66-1	18			27-9		21-8	16-9	19-7	57-8		12-5a		43-5	
	20	40		27-5		23-8	16-8	19-3	57-8		12		42-8	
64-8	17	43		29-2	24-3	23-3	17-4	19-9	58-3		12		42-5	
65-3				26-4		22-8	12-1	19-1	53-7		10-11	36-0	41-1	
65-0	18-4	37-8	15-3	27-6	21-8	23-7	17-1	19-3	54-8	48-7	12-3	40-0	42-3	
62-5	15	36-7		29-0		23-9	17-4	19-9	57-7	48-7	12	40	43	
66-5	19	38-3	15-3	28-1	21-8	23-7	16-2	19-2	50-4		13	41-8	41-8	
65-9	21-7	41-3		28-2		23-4	17-4	19-6	55-2		12	42-6	41-6	
	18	35		25			17-5	18-6	46-7			43-0	41-6	
67-0	20-2	39-1	28-2	28-0	25-8	22-2	16-5	18-8	56-1	51-9	11-2	37-0	39-6	
59-1	16	37-3	26		24	21-3	17-1	19-1	57	49-2	12	36	39-6	
67-7	25	39	29		27	21-2	16-6	19-3	55	50-3	11	37	38-8	
67-7	20	45				23	16-9	19-2	57-1	52-3	11-1a	35	38-5	
67-7						22-7	15-9	19	54-2	52-3	11		39-8	
64-4		37-5				22-5	16-7	18-9	53-9	52-9	10		39-1	
70-4						22-8	16-7	18-5	56-8	54-4	11b		38-8	
66-1						21-2	17-3	18-7	57-3	50-3	12-5a	38	38-5	
70-7	19-9	38	29-5	28	27-1	22-3	16-3	19-2	57-4	52-3	12	39-1	38-6	
69		37-5		27-2	25-5	23-2	15-5	18-9	56-0	50-3	12-4	38-4	39-5	
65-0	20-2	36-4	28-7	30-3		22-2	16-2	19-2	58-1	51-9	12		39-5	
67-6		35-8	25	29-7		21-9	16-3	18-9	54-9	46-3	12		38-5	
64-9		35					17	19-5	55-6	54-4	12	38	38-3	
63-3	20	38-7	24-2			23-4	15-8	19-1	53-9	45-7	12	40	39-5	
64-5						21-4	16-2	19	55-4	52-5	12	37	39-5	
63-3							16-1	19-4	58-1		12		39-7	
65-7						24-4	16-3	19-2	53-7		12		40	
61-5						22-7	16-3	19	57-2	47-3	13	39	40	
67-6	21-3	41-6	30-2			20-3	15-9	19-5	56-9		12-5a		40-3	
64-8						21-1	15-7	19	56-5		12-5a	37-5	40-3	
65-6						22-8	15-6	19	56-2					

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING.

LOCALITY	Cheese, Canadian, mild, per lb.	Bread, plain white, per lb.	Soda biscuits, per lb. package	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Cornflakes, 8 oz. package	Rice, first grade, per lb.	Canned Vegetables					Beans, common, dry, white, per lb.	Onions, cooking, per lb.
								Tomatoes, choice, 2 1/2 (28 oz. tin per lb.	Peas, choice, per 16 oz. tin	Corn, choice, per 16 oz. tin	Beans, baked, per 16 oz. tin			
Dominion (average).	34-1	6-8a	19-0	3-6	5-7	9-3	11-7	13-9	12-8	13-7	11-0	6-5	4-8	
Nova Scotia (average).	33-0	7-5	19-8	3-7	5-9	9-9	10-5	15-1	13-1	14-8	11-9	6-6	4-9	
1-Sydney.	34-9	6-7-8d	20	3-6	5-7	9-9	9-3	14-7	13-1	14-8	12	6-2	4-9	
2-New Glasgow.	34-8	6-7-7-3	20	3-7	6-1	10	10-9	14-9	12-4	15	11-1	6-4	4-9	
3-Amherst.	33-4	7-3c	20	3-8	5-8	9-9	10-3	15	12-9	15		6-2	5-3	
4-Halifax.	34	6-7-8	20-1	3-6	6	9-8	11-1	15-1	13-1	14-6	12	7-1	4-6	
5-Windsor.	33-3	8-8c	18-9	3-9	6	9-5	10	15-2	13-9			6-9	4-8	
6-Truro.	34-7	6-7	19-9	3-8	5-9	10-1	11-3	15-4	13-1	14-5	12-6	6-6	4-8	
7-P.E.I., Charlottetown.	31-4	7-3	19-9	3-7	6-0	10-0	10-6	14-7	13-8	14-6		6-4	4-9	
New Brunswick (average).	34-1	7-5	19-8	3-6	5-9	9-7	10-8	14-8	13-1	14-3	11-4	6-6	4-9	
8-Moncton.	34	8	20-3	3-7	5-8	10	11	14-9	13-7	15	11-8	6-8	4-7	
9-Saint John.	34-5	6-7-3	19-3	3-3	5-9	9-7	11-2	14-7	12-6	13-5	11-3	6-9	4-9	
10-Fredericton.	32-9	7-3	19-8	3-7	6-3	9-5	11-6	14-6	12-9	14-5	11	6-6	4-8	
11-Bathurst.	35	8c	19-8	3-6	5-6	9-6	9-2	15	13-3			5-9	5	
Quebec (average).	32-6	5-3	16-0	3-8	5-5	9-7	11-5	12-7	13-5	15-0	11-1	6-1	6-0	
12-Quebec.	33-6	5-7-5	18-2	3-6	5-7	9-7	12-2	13-2	13-1	15-1	11-8	6-4	6-1	
13-Three Rivers.	31-9	5-3-6	14-8	3-9	5-4	9-7	11-4	13-2	13-4	15	10-7	5-6	6-1	
14-Sherbrooke.	33-3	5-3	15-1	3-8	5-9	9-7	11-3	12-8	14-2	15-6	10-9	5-8	5-4	
15-Sorel.	31-3	4-7-5-3c	14-8	3-5	5-2	10	11-5	12-5	12-8	15-5	10-6	6-5	7-4	
16-St. Hyacinthe.	31-6	4	16-2	3-7	5-9	9-9	11-9	12-3	13-3	14-5	11-5	5-8	5-8	
17-St. Johns.	33-1	5-3c	17-2	3-8	5-5	9-7	12-6	12-4	15-8	15	11-7	5-7	6-4	
18-Theftord Mines.	31-7	4-7	14-9	3-9	5-1	9-7	10	12-6	13-2	14-6	11-8	5-6	5-7	
19-Montreal.	34-4	5-3-6-7	17-2	3-9	5-4	9-5	11-4	12-3	12-3	14-5	10-9	5-9	5-3	
20-Hull.	32-9	5-3-6c	15-2	3-7	5-5	9-5	11-2	12-8	13-3	15	10-2	7-2	5-5	
Ontario (average).	34-4	6-3	17-3	3-5	5-6	9-1	11-9	13-4	12-3	13-2	10-8	6-2	4-7	
21-Ottawa.	34-2	6-7	16-7	3-8	5-7	9-1	12-4	13-3	12-5	14-7	11-1	6-6	5-4	
22-Brockville.	31-9	6-3	14-1	3-7	5-5	8-9	11-7	13-5	13-2	13-9	10	6-3	5-3	
23-Kingston.	33-4	5-3-6-7	15-5	3-7	5-2	9-1	11-7	12-9	12-7	13-9	10-7	6-7	5-2	
24-Belleville.	33-5	5-3-6-7	16-5	3-5	5-3	8-9	11-3	13-1	12-9	12-8	11-6	5-7	4-8	
25-Peterborough.	33-9	5-3-6-7	17-5	3-4	5-4	8-7	11-9	13	11-9	13-8	10-7	6-1	4-7	
26-Oshawa.	34-8	5-3-6-7	17-9	3-2	5-7	9	11-1	13-4	12-5	13-9	10-5	6-8	4-6	
27-Orillia.	33-7	6-7	16-7	3-4	5-1	8-9	12-2	13-9	12	13-5	12-3	5-7	4-4	
28-Toronto.	38-9	6-7	18-1	3-6	5-3	8-8	11-6	12-9	11-7	12-5	10-8	6-2	4-5	
29-Niagara Falls.	34-7	6	18-3	3-6	5-4	9-1	11-5	12-8	12	13	11-2	6-8	4-2	
30-St. Catharines.	35	6-6-7	17-7	3-5	5-6	9-1	12	12-7	12-7	13	10-7	6-9	4-5	
31-Hamilton.	36-8	6-6-7	17-5	3-4	5-5	8-8	11-9	12-9	12-1	12-5	10-7	5-8	5	
32-Brantford.	35-5	6-6-7	17-9	3-4	5-4	9-1	12-5	13-7	12-3	12-7	10-1	5-8	4-5	
33-Galt.	37	6-7	18-3	3-4	5-4	8-7	11-8	13-6	12-5	13-4	10-9	5-7	4-7	
34-Guelph.	37-2	6	18-3	3-2	5-7	9	11-5	13-6	12-1	13-1	9-5	5-7	4-3	
35-Kitchener.	36-4	6-7	17-2	3-4	5-8	8-9	12-3	13-9	12-7	13-4	10-9	6-5	4-5	
36-Woodstock.	33-2	6	16-6	3	5-7	8-9	12-3	13-7	12-1	12-8	9-9	6-3	4-3	
37-Stratford.	36-6	5-3	17-2	3-2	5-7	9-2	12	13-3	12-1	13	10-4	6-5	5-5	
38-London.	31-5	6-7	18-3	3-4	5-6	8-9	11-8	13-2	12-1	12-6	10-4	5-9	4-4	
39-St. Thomas.	34-9	5-3-6-7	20-2	3-7	5-8	9-4	12	13-4	12-2	12-6	10-8	6	4-8	
40-Chatham.	32-7	5-3	18-1	3-5	5-1	8-9	11-9	13-5	11-8	12-3	8-9	5	3-9	
41-Windsor.	35-3	5-3-6-7	17-1	3-5	5-1	8-9	11-7	12-6	11-4	12-1	10-6	5-5	4	
42-Sarnia.	35-7	6	18-4	3-2	5-9	9-3	12-2	13-7	12-6	14-1	11-6	6-6	4-2	
43-Owen Sound.	33-7	6 c	16-5	3-3	5-5	9-5	10-8	13-2	12-7	14	10-9	6-2	4-5	
44-North Bay.	34-7	6-6-7	16-6	3-9	6-3	9-9	13-1	14-3	13	14	11-6	6-6	5	
45-Sudbury.	32-3	6-7	16-7	3-8	6-1	9-1	11-5	13-4	12-3	14-2	10-8	6	4-7	
46-Cobalt.	32	6-7	16-3	3-9	5-8	9-7	13-2	14-9	12-5		11-8	5-8	4-8	
47-Timmins.	32-5	6-7	18-3	3-7	5-9	9-7	12-2	14-1	12-8	13-4	12	6	5	
48-Sault Ste. Marie.	32-6	6-7	15-9	3-5	6	9-4	12	14-1	12		12-1	7-3	5-3	
49-Port Arthur.	34-2	6-6-7		3-6	5-6	9-4	10-7	12-9	11-7	11-9	9-8	6	4-4	
50-Fort William.	34-1	6-6-7	15-5	3-6	5-5	8-9	11-7	13	11-7	12-3	11-3	6-1	4-2	
Manitoba (average).	32-9	7-0	18-3	3-5	5-7	9-0	12-0	14-8	12-8	13-2	10-6	6-9	3-6	
51-Winnipeg.	33-2	6-4-8	17-7	3-4	5-7	8-9	11-9	14-5	12-6	13-1	10-9	6-8	3-1	
52-Brandon.	32-6	6-4-7-1	18-9	3-5	5-7	9	12-1	15	13	13-2	10-3	6-9	4	
Saskatchewan (average).	32-9	7-0	23-1	3-5	5-9	8-9	11-9	15-1	13-3	13-4	11-3	6-6	4-3	
53-Regina.	33-5	7-2	21-1	3-5	6-5	8-8	12-3	14-9	13-1	13-1	11-8	6-5	3-7	
54-Prince Albert.	33-1	6-4	22-3	3-6	5-8	8-9	11-3	15-2	13-7	13-8		7-2	5	
55-Saskatoon.	32-1	7-2	22-8	3-6	5-3	8-9	12-7	15-1	13-8	13-7	10-8	6-7	4-4	
56-Moose Jaw.	32-9	7-2	22-2	3-4	5-9	8-9	11-3	15	12-7	12-9		6-1	4	
Alberta (average).	35-1	7-9	22-6	3-5	5-7	8-9	12-5	14-7	12-6	13-1	10-9	6-9	4-4	
57-Medicine Hat.	36-4	8	23-7	3-5		8-8	12-6	14-7	12-6	13-1	10	6-6	4-5	
58-Drumheller.	35-1	8	22-5	3-6	6	9-3	12-6	14-8	12-9	13-7	10-7	7	4-4	
59-Edmonton.	33-1	7-2-8	21-8	3-5	5-6	8-7	12-2	14-6	12-7	12-8	11	7-1	4-2	
60-Calgary.	34-8	8	22-1	3-4	5-4	8-9	12-5	14-5	12-4	13-1	12-7	6-9	4-2	
61-Lethbridge.	36	8	23	3-6		8-9	12-5	14-8	12-6	12-7	10	6-9	4-5	
British Columbia (average).	35-4	9-0	23-7	3-8	6-1	9-3	11-7	14-5	13-3	13-7	11-4	8-0	4-7	
62-Fernie.	34-2	8 c	23-7	3-6		9	12	14-1	13-2	13	12-7	8-3	4-3	
63-Nelson.	33-7	9	24	3-7		9	12-3	14-8	14-1	15		9-3	3-9	
64-Trail.	34-8	9	23-8	3-6	6-1	9-3	12-5	14-3	13-3	14-4	12-1	8-2	4-8	
65-New Westminster.	33-8	9-9-6	23-2	3-8	6	9	10-9	14	13	13-1	11-1	7	5	
66-Vancouver.	34-6	9-9-6	22-5	3-7	5-8	9	11-5	13-9	12-7	12-7	10-8	6-8	4-3	
67-Victoria.	34-8	9	23-3	3-9	6-5	9-2	12	14-3	12-6	13-4	11-3	7-9	4-7	
68-Nanaimo.	40	9	24-3	3-8	6	9-6	11-8	14-8	13-3	13-7	10-3	7-8	5-3	
69-Prince Rupert.	37	9-10	25	4	6-3	10	10-7	16	14-1	14-2	11-7	8-7	5-8	

a. Chain stores, etc., sell bread, undelivered, at lower prices in many cities.
 c. Grocers' quotations. d. Revised quotation, no increase in price.

AND RENTALS IN CANADA AT THE BEGINNING OF NOVEMBER, 1942

Potatoes per 15 lbs. (d)	Apples		Prunes, medium size, per lb.	Raisins, seedless per 16 oz. package	Currants, in bulk, per lb.	Bananas, medium size, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar†	Peaches, choice, per 10 oz. tin	Marmalade, orange, per 32 oz. jar†	Corn syrup, per 5 lb. tin
	Fresh, cooking, per gal.	Evaporated, per lb.										
30.6	23.0	15.9	13.1	16.5	15.4	16.7	46.1	41.4	†	16.3	†	60.3
35.2	25.0	16.0	14.0	16.9			52.0	48.9	37.3	16.8	34.8	66.4
41.6	25	17	12.7	15			59.6	54.1	36.3	17	35	65.9
33.1		15	15.9	16.9			56.3	48.4	38.1	16.6	35	63.3
29.7			14.5	17.7			53.4	50.8	37.3	15.6	34.7	68.3
37.9	25		13.5	18.1			52.1	43.7	37	16.9	34.6	68.3
34.2							50	48.7	37.8		34.5	5
34.4	25		13.6	17			50.4	47.5	37.4	18.1	34.8	6
26.4	16.3	17.0	14.1	17.5	15.2		52.5	55.4	37.5	17.4	34	66.2
33.6	22.9	15.5	13.3	16.4	14.5		48.7	50.3	37.6	16.0	35.7	64.6
29.4	21.5	13	13.4	17.1	15		48.6	49	38.2	16.8	36.4	64.5
36.2	26.6	18	13.6	15.5	13.8		50.4	49.6	38	15.2	35	63.7
35	20.5		12.7	16.1	14.6		49	51.7	37.3	15.9	35.6	65
33.6			13.4	16.8			46.7	50.8	37		35.7	10
37.8	22.2	17.0	13.4	17.4	15.3		46.7	41.9	36.2	16.1	34.1	59.7
39.6	20		13.9	18.9	15.5		49.2	47.1	35	16.8	34.1	61.1
37	25.4	16	13	16.2	15		47.3	41.3	37.6	17.1	32.9	61.3
37.5		18	13.9	16	15.2		45.4	42.5	35.9	16.3	34.5	59.4
37.2			12.7	17.2			46.4	44.3	37.4	15.6	36.4	59.1
32.1			14.3	18.7	15.5		49.3	43.3	35.9	15.2	34	59.5
40.6	19		13.3		15		46	47.9	36.1	16.1	32.6	61.4
38.9			13	19	14.7		48.3	38.2	34.7	16.5	36.4	60.5
38.4	24.5	17	13	17	14.3		45	37.9	34.7	15.4	32.3	56.9
38.5	22.1		13.1	16.4	17		43.1	85	38.1	15.9	33.7	57.8
42.6	23.2	16.3	13.0	15.9	15.8		44.4	39.8	36.3	15.6	32.3	58.4
41.3	25.8		13	17.2	16.4		44.9	42.8	36.7	15.7	32.7	59.2
44	25		12				43.6	38.7	36.2	16	32	60.1
46.5	24.5		13.2		15		43.8	38.8	36.1	15.5	31.5	58.6
45.2	22.3		12.7	13	15		45.1	38.1	37		31	57.4
41.3	19.1		12.5		16		47.7	41.4	36.9	15.4	30.9	57.2
40.1	25.6		13		14.9		44.3	38.9	36.6	15.2	32.4	58.6
38.8	23.9		12		15		42.6	35.4	34.2	14.9	29.5	55.9
42.1			11.7	16			48	39.1	36.2	15.2	33	57.5
43.7	25		12.2		15		43.8	39.8	35.1	14.8	31.4	57.1
45.1	22		14.1		15.4		47.8	40.4	34.5	15.1	30.6	56.1
47.7	26.3		14.3	14.9	14.7		48.6	39.1	34.7	15.1	31.3	57.8
43.2	22.4		13.3	15.3	14.8		46.1	40.4	34.5	14.7	30.6	56.8
42.6	22.4		14.5	12.9	15		42	37.5	35.9	15.6	30.6	57.2
39.4	24.2		13.3		15.4		40.7	38.7	34.5	15.4	31.5	57.4
42.1	22		14.1	14.5	15.4		45.9	39.1	37.9	15.3	30	57.4
39.2	22.1		12.5		15		45.7	36.5	36.7	15.5	32.2	58
41.9	22.6		14.1		14.7		47	39.1	35.4	15.4	30.9	57.8
40.1	21.8		13.1	16.4	14.8		50.1	43.5	35.3	16	32.3	58.3
40.8	18.1		12.8	18.5	15.4		46.7	38.7	35.3	15.4	31.2	56.8
39.4	21.7		12.7	13.3	15.9		41.8	36	34.4	15.5	31	57.8
39.1	22.7		12.6		15.7		46.4	37.4	37.4	15.6	33.3	59
38	19.6		12.5		15.3		41.3	39	35.5	16.1	33.1	58.5
41.8	21.3		12.5		17.7		47.6	44.5	38.5	17	35	61.7
48.8			14.1	18	17.8		46.1	43.8		15.4	39.8	62
44.3	25	15	12.5	16.8			46.8	42	38.7	18.8	35.6	62.7
59.1		17	14.3	17.7	18		49.4	43	37.5	16.9	34.7	62.5
46.5	25	15	12.2		18		46.9	37.8	37.2	15	31	59.8
43.9	25.5	18	13.6		17		49.8	45.3	40	14.6	35.2	57
34.4	27.5		12.4	16.6	17.9		47.3	42.7	37.5	15.3	33.6	58.9
36.3	23.8		12	16.9	15.6		46.0	39.5	72.6	16.7	67.3	58.2
24.3		15.0	13.2	15.8	15.8	15.7	46.3	40.3	72.4	15.8	56.3	57
26			12.7	16	15.3	15.6	45.7	38.7	72.8	17.5	58.2	59.3
22.5		15	13.6	15.6	16.3	15.8	42.9	39.5	71.2	17.5	57.9	62.7
26.5		15.3	13.3	15.6	15.7	16.9	46.4	38	71.8	16.9	68.7	63.7
26.6			13.7	17.3	15	17.3	39.8	39.6	72.4	18.9	59.7	64.9
25		16	13		16.9	17	46.1	39.4	70.5	17	56.7	62.8
26		14.6	14		15.6	15.6	39.3	41	70	17	56.5	59.3
28.2			12.4	14.4	15.4	17.8	44.3	37.9	70.8	17.8	55.7	61.8
33.0		15.0	12.9	16.8	15.1	17.4	42.7	38.3	70.2	17.3	56.3	
35.3			12.9	14.7	15.6	17	42.3	41.1	70.7	18.3	58.1	64.3
31.8			12.9	17.7	15.3	17.9	46.3	35.5		17.6	53	60
25.8		15	12.7	16.5	15	17.3	48	40.8	69.8	17.2	55.2	61
37.4			13.2	18.2	14.7	17.4	42	33.7	72.3	18.5		
34.6		15	12.8		15		49.9	38.8	68.9	17.5	64.1	65.0
54.6		15.0	12.6	18.5	14.5	16.3	44	37.5	69.7			62
38.5			14	19.3	15.6	18	43.3	40.5	68.7			63
					15		39.7	40.2	70	18.7	57.5	65
50.5			12.8	17.7	14.7	17.6	39.8	35.7	65.9	19.3	59.7	64
55.3			12.1		13.8	15	41.8	39.5	66.3	15.7	62.4	65
56.5			12.6		13.7	15.3	46.5	38	66.4	15.5	60.3	66
61.1			12.2		13.5	15.7	44.7	38.3	68.7	16.4	52.3	67
58.4		15	13		14.6		43.7	41		16.9	52.3	68
62			11.4		15					20.3		69

† Ontario and east, 32 oz. jar; Manitoba and west, 4 pound tin.

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING.

LOCALITY	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb.	Cocoa, pure unweetened, per ½ lb. tin	Vinegar, in bulk, per qt.	Salt, fine, table, per lb.	Starch, laundry, per lb.	Soap, laundry, per ½ lb. jar	Anthracite coal, United States, stove, per ton	Bituminous coal, per ton
	Granulated, per lb.	Yellow, per lb.									
	cents	cents	cents	cents	cents	cents	cents	cents	cents	\$	\$
Dominion (average)	8-6	8-4	48-2	43-6	18-9	16-4	4-4	12-9	5-5	16-575b	10-618
Nova Scotia (average)	8-6	8-2	57-1	43-0	18-9	12-0	4-7	13-0	5-9		9-178
1-Sydney.....	8-6	8-4	54-3	42-8	19-5	10	3-8	12-8	5-8		7-37- 7-72s
2-New Glasgow.....	8-2	8-2	58	43	20-4	10	4-4	13-5			7-05- 7-30s
3-Amherst.....	8-3	8-1	57	43	16-8		5	12-8	5-9		10-50
4-Halifax.....	8-6	8-3	57-8	43	21-1	16	4-9	13-7	5-7		9-22-11-42
5-Windsor.....	8-3	8-1	58-6	43	17-3		4-7	12-2	5-9		10-00-10-70
6-Truro.....	8-7	8-3	56-7	43	18-5		5-6	13	5-8		10-00-10-70
7-P.E.I.-Charlottetown.....	8-7	8-2	60-2	43-0	18-3	15-0	4-1	13-2	5-9	17-900	9-90-10-40
New Brunswick (average)	8-6	8-5	56-7	43-0	17-8	10-0	4-2	12-7	5-7	18-500	11-145
8-Moncton.....	9	8-8	59-3	43	13-8	10	4-5	13-3	5-9		10-47-10-97
9-Saint John.....	8-4	8-2	50-3	43	17-4	10	4-5	12-5	5-5	18-50	12-25-13-25
10-Fredericton.....	8-4	8-3	57-1	43	17-9		4-1	12-8	5-9		10-72-11-50
11-Bathurst.....	8-6	8-5	59-7	43	19-5		3-8	12-1	5-4		10-00
Quebec (average)	8-1	7-8	47-0	44-7	20-2	15-4	4-3	12-0	5-6	16-425*	9-961*
*12-Quebec.....	8-1	7-9	46-8	44-8	20-3	15	4-1	12-9	5-7	16-00	10-50
*13-Three Rivers.....	8-5	8	47-7	45-2	21-2	15	4-4	12-3		16-00	8-50- 8-75
*14-Sherbrooke.....	8	8	43-6	44	19-5	15	4-7	12	5-6	17-00	11-00
*15-Sorel.....	7-0	7-7	49-2	44-6	18-9		4	11	5-3	16-00-16-50	9-05
*16-St. Hyacinthe.....	8	7-8	44-5	45-4	20-1		4-4	11-5	5-3	15-75	9-67-11-75
*17-St. Johns.....	7-0	7-8	43-1	45-6	19-3		4-8	12-8	5-7	15-50	10-50
*18-Thetford Mines.....	8	7-5	52-2	44-3	20-8	15	4-3	12-5	5-9	18-50	
*19-Montreal.....	7-0	7-7	47-5	44-7	18-7	17	3-9	11-5	5-3	16-25	8-00- 8-50
*20-Hull.....	8-3	8	48-1	43-8	22-6		4-1	11-6	5-5	16-40-16-75	11-00
Ontario (average)	8-5	8-4	47-2	43-7	18-8	14-5	4-3	12-5	5-5	16-398	12-022
21-Ottawa.....	8-3	8-1	47-3	43-8	17-9		4-2	11-9	5-7	16-75	10-50-11-00
22-Brookville.....	8-2	8	44-1	43-1	20-7		4-3	11-5	5-4	16-00	9-00- 9-50
23-Kingston.....	8-1	7-9	48-3	43-3	18-1		4-7	12-6	5-5	16-00	9-50
24-Bellefonte.....	8-6	8-3	48-8	43-7	17-6	12	4-7	12-2	5-7	16-00	10-00-13-00d
25-Peterborough.....	8-5	8-5	48-5	43-7	18-5	15	4-8	12-3	5-5	16-75	11-50-14-75d
26-Oshawa.....	8-7	8-4	52-9	43-6	19-4	12-5	4-4	12-5	5-8	16-00	9-50-14-00d
27-Orillia.....	8-3	8-2	47-5	43-8	19-7		3-9	11-5	5-4	16-50	
28-Toronto.....	8-2	8	50-1	43-4	18-2	12	4-1	11-8	5-2	14-75	12-25d
29-Niagara Falls.....	8-7	8-7	46-5	43-8	19-5		4-1	12-7	5-4	14-50-14-75g	9-00-10-00g
30-St. Catharines.....	8-6	8-4	46-5	43-9	19-3		4-3	12-2	5-6	15-75	9-50-13-75d
31-Hamilton.....	8-2	8-1	44-8	44-3	18-4	10	4-3	11-9	5-3	15-50	10-00-13-00d
32-Brantford.....	8-4	8-3	50-7	44-6	18-5	13	4-3	11-9	5-5	16-00g	10-50-13-25d
33-Galt.....	8-7	8-5	48-6	44-3	19-6		4-1	12-3	5-4	16-00g	11-50-13-50d
34-Guelph.....	8-5	8-4	46	43-5	18-2		4-2	12-7	5-4	16-00	11-00-13-75d
35-Kitchener.....	8-6	8-4	43-1	44-2	18-9		3-8	12-2	5-3	16-00	11-00-13-50d
36-Woodstock.....	8-6	8-4	48-5	44	18-1		4-3	12-3	5-4	16-00	10-50-14-00d
37-Stratford.....	8-7	8-7	48-3	44-2	18-4		4-2	13-2	5-7	16-00	11-50-13-00d
38-London.....	8-5	8-3	47-5	43-9	16-9		4-1	11-9	5-5	16-50g	10-50-14-50d
39-St. Thomas.....	8-6	8-6	48-2	44-3	18-2		4-2	12-6	5-6	16-00g	10-00-13-50d
40-Chatham.....	8-6	8-4	46-1	43-3	16-3		4	12-5	5-1	16-00g	10-00-12-50
41-Windsor.....	8-3	8	42-6	43-6	18-9	15	4	11-8	5-5	16-00g	10-50-13-00d
42-Barnia.....	8-8	8-7	46-4	43-9	18		4-7	12-9	5-9	16-50g	10-75-13-50d
43-Owen Sound.....	8-5	8-3	53-3	43-6	19-5		4-7	12-6	5-7	16-50g	10-00-12-00
44-North Bay.....	9	8-9	51-7	44-3	19-4		4-6	14-1	5-7	17-25	12-50-15-00d
45-Sudbury.....	8-8	8-4	45	43-8	19-7	15	4	14	5-8	17-75	11-50-15-75
46-Cobalt.....	8-8	8-9	46	43-3	18		4-9	13-3	5-9	19-00	13-50
47-Timmins.....	8-8	8-7	43-1	44	20-9	19	4-8	13-7	5-5	19-50	13-00-16-75d
48-Sault Ste. Marie.....	8-6	8-5	44-3	43-5	19-7		4-2	13	5-2	17-00	10-50-13-00d
49-Port Arthur.....	8-4	8-2	44-1	42-6	18-6	18	4-5	13-1	5-2	16-50	11-75-14-75d
50-Fort William.....	8-5	8-4	43-6	43-1	19-5	18	4-6	12-2	5-2	16-80	11-75-14-74d
Manitoba (average)	9-1	9-0	45-0	43-0	18-7	15-0	4-0	13-0	5-5	20-000	9-250
51-Winnipeg.....	9-1	8-9	4-2	43	18-5	15	4-3	12-2	5-7	20-00	6-25-14-25
52-Brandon.....	9-1	9	47-9	42-9	18-9	15	3-7	13-8	5-3		5-50-11-00
Saskatchewan (average)	9-4	9-5	45-6	43-1	19-5	18-5	4-0	14-0	5-3		8-675
53-Regina.....	9-2	9-6	46-3	42-7	19-2	15	3-3	13-6	5-4		5-50-13-00
54-Prince Albert.....	9-7	9-5	42-6	42-9	20-4		4-2	14-2	5-7		9-00-10-00
55-Saskatoon.....	9-5	9-5	47-9	42-9	19-8	20-6	3-9	13-6	5-1		7-25- 9-60
56-Moose Jaw.....	9-3	9-3	45-5	44	18-4	20	4-4	14-5	5		5-40- 9-65
Alberta (average)	9-2	9-2	45-2	42-8	17-4	17-5	4-0	14-2	5-2		5-469
57-Medicine Hat.....	9-3	9-2	41-8	43	16		3-3	13-9	5-2	g	g
58-Drumheller.....	9-3	9-1	44-5	43-5	17-5	20	4-5	15	5-3		4-50- 5-50
59-Edmonton.....	9-2	9	46-7	42-8	18-5	15	4-2	13-8	5-2	g	3-50- 5-00
60-Calgary.....	9	9-1	45-1	42-2	17-3		4-2	13-5	5-1	g	7-75
61-Lethbridge.....	9-3	9-6	48	42-3	17-5		3-9	14-7	5	g	4-75- 5-00
British Columbia (average)	8-6	8-5	44-6	43-5	19-1	23-0	4-8	13-7	5-6		10-793
62-Fernie.....	9	9-3	47-7	43-7	17-5		4-6	14-5	5-3		
63-Nelson.....	9	9	47	44-3	19	25	5-2	14-5	5-5		9-75-11-50
64-Trail.....	8-8	8-8	43	43-4	19-4	25	5-8	14-4	5-3		9-25-10-25
65-New Westminster.....	7-9	7-7	40	43-4	18-1	23	4-2	12-7	5-3		10-50-12-00
66-Vancouver.....	8	8	41-8	42-5	19-2	15	4-6	12-1	5-4		10-50-12-00
67-Victoria.....	8-9	8-3	46-3	43-6	20-1	25	4-1	12-7	5-7		9-75-12-25
68-Nanaimo.....	8-6	8-1	46-3	43-3	19-4	28	5	13-7	5-5		9-80
69-Prince Rupert.....	8-7	8-5	45	43-8	19-7	20	5	15	6-7		10-75-13-00f

(b) For prices of Welsh coal see text.

(c) Calculated price per cord from price quoted.

(d) Including semi-bituminous coal.

(e) Few six-roomed houses occupied by workmen; rent for 4 houses are mostly of four and five rooms; modern, \$24-\$28, semi-modern, \$20-\$24.

* Sales taxes, 4% in Montreal and

AND RENTALS IN CANADA AT THE BEGINNING OF NOVEMBER, 1942

Coke, per ton	Wood					Coal oil per gallon	Matches, per box (300)	Rent	
	Hard (long), per cord	Hard (stove lengths), per cord	Soft (long), per cord	Soft (stove lengths), per cord	Millwood, cuttings, etc., per cord			Six-roomed houses with modern conveniences, per month	Six-roomed houses with incomplete modern conveniences, per month
\$	\$	\$	\$	\$	\$	cents	cents	\$	\$
13-318	11-355	13-838	8-231	9-761	8-459	28-8	9-8	25-448	18-819
10-625	6-667	7-833	5-500	6-333	6-167	30-0	10-0	19-750	15-417
8-50-9-50	6-50	8-00	5-50	7-00	7-00	30	10-1	18-00-26-00	14-00-18-00
9-70	5-00	6-00	4-00	4-00	6-00	30	10-3	15-00-25-00	10-00-15-00
							9-9	15-00-20-00	10-00-17-00
12-50	8-00-9-00	9-00-10-00	6-00-8-00	7-00-9-00	5-00-6-00	30	10	20-00-32-00	15-00-18-00
11-30							9-8	18-00-25-00	14-00-17-00
13-000	9-500	11-000	7-000	8-000	7-500c	20-0	9-8	19-00-25-00	12-00-16-00
13-183	9-000	11-250	6-500	7-500	7-000	28-8	9-8	24-125	17-375
12-05g	9-00g	10-00-11-00g	7-00g	8-00g	7-000	31	9-8	20-00-32-00	15-00-20-00
13-50	9-00	12-00	6-00	7-00	8-00-10-00	26-5	9-8	18-00-27-00	16-00-20-00
							9-9	25-00	18-00
							9-7	23-00	16-00
14-00							9-4	24-714	18-250
13-667*	13-443*	15-050*	9-250*	10-407*	10-320*	27-5	9-5	23-00-33-00	17-00-23-00
12-00	13-33c	13-33c	12-00c	12-00c	8-25c	26	9-6	23-00-31-00	17-00-23-00
14-25	10-00	16-00c	8-00	12-00c	10-00c		9-6	23-00-30-00	18-00-25-00
14-75	14-00	16-00	9-00	10-00	10-00	28	9-3		
13-00-13-50	14-00	15-35	10-00	11-35	11-35		9	18-00-25-00	14-00-20-00
13-00							9-5		
15-50		12-00c		9-00c		29	9-4	16-00-22-00	12-00-15-00
12-50-13-00	17-33c	18-67c	10-00	11-00	11-00-13-00c	27	9-2	24-00-34-00	20-00-23-00
14-00	11-00-13-00	12-00-16-00	6-50	7-50			9-3	18-00-26-00	14-00-18-00
14-021	12-091	14-813	9-306	11-273	10-714	27-3	9-6	27-305	20-269
14-00							9-8	20-00-30-00	15-00-20-00
	12-00	16-00	11-00	12-00c	13-00c	25	9-7	18-00-26-00	15-00-18-00
13-00	13-00	14-00	9-00	10-00	11-00	25	9-4	25-00-30-00	18-00-25-00
15-00-15-50	12-00	14-50	10-00	13-00	9-00	22	9-5	22-00-30-00	14-00-20-00
	17-00	18-00	12-00	13-00	9-00		9-4	18-00-28-00	16-00-20-00
14-25							9-5	22-00-32-50	15-00-22-50
13-75	14-00	16-00	10-00	12-00	12-00	25	9-8	20-00-28-00	16-00-22-00
12-50-13-00g	g	g	g	g	g	25	9-2	30-00-40-00	20-00-30-00
13-50	g	g	g	g	g	25	9-7	20-00-32-00	16-00-24-00
13-00	15-00	18-00				25	9-7	25-00-37-00	20-00-27-00
14-00g	g	13-00-15-00	g	9-00-10-00	g	28	9-4	28-00-36-00	17-00-25-00
13-30g	g	16-00-18-00	g	11-00-13-00	g	25	9-4	23-00-33-00	18-00-25-00
14-00							9-5	20-00-27-00	15-00-20-00
14-00							9-1	24-00-30-00	18-00-24-00
13-50g	g	18-00c	g	16-00c	g	26	9-5	22-00-35-00	18-00-24-00
15-00	g	16-00-18-00c	g	11-00-14-00c	8-00-12-00c	26	9-6	22-00-35-00	16-00-20-00
14-00g	g	g	g	g	g	25	9-7	21-00-27-00	15-00-21-00
12-75g	g	18-00g	g	14-00g	g	25	9-6	27-00-37-00	22-00-27-00
14-50g	g	g	g	g	g		9-7	20-00-28-00	20-00-24-00
14-00							9-7	20-00-28-00	15-00-20-00
15-00	10-00-11-00	12-50-13-50	6-50-7-50	8-50	9-00-10-25	30	9-4	25-00-37-00	20-00-27-00
15-50-16-50		15-75-16-50c	10-50c	10-50c	9-00-9-75c	30	9-3	21-00-27-00	15-00-22-00
		10-50c				30	9-9	20-00-40-00	25-00-30-00
12-00	11-00	12-00	8-75	9-75		39	9-7		
15-50	9-50	12-75			11-00c	26	9-6	22-00-32-00	16-00-22-00
15-50	9-00	11-75	8-00	9-25		30	9-9	23-00-33-00	17-00-23-00
13-500	9-00	10-00	8-00	9-00		30	9-8	23-00-33-00	17-00-23-00
14-00-15-00			8-525	9-375	8-563	31-5	9-9	26-750	19-500
12-50			7-50-11-00	8-50-12-00	9-00-10-25	35	9-9	26-00-37-00	18-00-26-00
			7-80	8-50	7-50	28	9-9	18-00-26-00	14-00-20-00
			7-250	9-250	10-000	28-5	10-0	27-875	20-000
			8-00-9-50	9-00-10-50	10-00	27	10	28-00-37-00	20-00-28-00
			5-00-5-50	6-50-7-00		30	10-1	20-00-29-00	15-00-21-00
			6-50-9-00	7-00-11-00		29	10-1	22-00-32-00	17-00-22-00
				11-00-12-00c		28	9-9	25-00-30-00	17-00-20-00
			5-000	6-000	4-000	28-3	10-2	26-125	18-375
			g	g	g		10-2	22-00-27-00	15-00-22-00
g	g	g	g	g	g	30	10-6		
g	g	g	5-00g	6-00g	g	30	10-2	22-00-32-00	15-00-22-00
g	g	g	g	g	g	25	10-1	22-00-30-00	18-00-20-00
g	g	g	g	g	4-00g	25	10	22-00-32-00	15-00-22-00
10-750			8-906	8-964	4-688	34-2	10-6	23-313	17-688
							10-9	16-00	14-00
							10-7	20-00-30-00	18-00-20-00
10-50			8-00-9-00	9-50-10-25	5-00-5-50	40	10-6	27-00-32-00c	22-00-25-00c
			8-50-9-75	9-50-11-25		40	10	18-00-25-00	14-00-18-00
10-75				6-50	4-00	30	10	22-00-27-00	16-00-22-00
10-75				9-00		30	10-8	20-00-25-00	15-00-18-00
11-00				8-00	5-50		10-7	20-00-25-00	12-00-20-00
			10-00-11-00	12-00-13-00		35	10-9	20-00-30-00	15-00-20-00

minous. (f) Higher price is for coal in sacks. (g) Natural gas used extensively. (p) Six roomed houses not ex-
and 5 roomed houses, modern \$25-\$35 per month, semi modern, \$10-\$15. (s) Delivered from mines. (v) Workingmen's
Quebec, and 2% in the other cities are not included in the fuel prices.

INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS†

Average Prices in 1926=100

Commodities	Com- modities	1913	1918	1920	1922	Nov. 1926	Nov. 1929	Nov. 1930	Nov. 1933	Nov. 1937	Nov. 1939	Nov. 1940	Nov. 1941	Oct. 1942	Nov. 1942
*All commodities.....	567	64.0	127.4	155.9	97.3	97.7	95.7	79.5	68.9	83.1	80.3	83.9	94.0	96.8	97.1
Classified according to chief com- ponent material—															
I. Vegetable Products.....	135	58.1	127.9	167.0	86.2	96.3	93.5	62.6	61.0	84.5	68.5	70.9	80.1	85.6	85.9
II. Animals and Their Products.....	76	70.9	127.1	145.1	96.0	97.9	108.4	93.4	63.5	80.7	80.8	82.1	101.8	104.5	106.0
III. Fibres, Textiles and Textile ducts.....	85	58.2	157.1	176.5	101.7	96.5	89.8	77.5	70.9	69.2	79.2	84.0	96.7	92.0	92.0
IV. Wood, Wood Products and Paper.....	49	63.9	89.1	154.4	106.3	98.8	93.1	85.8	64.4	75.7	85.0	91.4	98.3	102.6	102.8
V. Iron and Its Products.....	44	68.9	156.9	168.4	104.6	99.3	93.4	89.3	86.1	104.1	101.9	106.2	112.7	115.3	115.3
VI. Non Ferrous Metals and Their Products.....	18	98.4	141.9	135.5	97.3	97.0	96.7	73.5	66.2	73.7	74.5	77.7	78.2	79.7	79.7
VII. Non Metallic Minerals and Products.....	83	56.8	82.3	112.2	107.0	99.4	92.8	89.4	85.1	87.4	86.5	90.8	98.9	100.0	100.1
VIII. Chemicals and Allied Pro- ducts.....	77	63.4	118.7	141.5	105.4	99.5	95.1	90.9	81.0	81.3	83.9	90.1	103.6	102.0	102.1
Classified according to purpose—															
I. Consumers' Goods.....	236	62.0	102.7	136.1	96.9	97.5	94.3	81.5	73.0	79.7	80.6	84.8	96.8	96.9	97.3
Foods, Beverages and To- bacco.....	126	61.8	119.0	150.8	90.2	97.5	100.3	83.9	67.1	81.6	79.0	81.1	96.8	100.7	101.8
Other Consumers' Goods..	110	62.2	91.9	126.3	101.4	97.5	90.3	84.9	77.0	78.5	81.6	87.3	96.8	94.3	94.3
II. Producers' Goods.....	402	67.7	133.3	164.8	98.8	97.2	95.1	73.4	64.3	82.4	75.4	78.1	85.5	89.3	89.5
Producers' Equipment.....	24	55.1	81.9	108.6	104.1	100.8	94.5	90.9	85.4	94.5	96.5	102.1	107.9	110.4	110.5
Producers' Materials.....	378	69.1	139.0	171.0	98.2	96.8	95.2	71.4	62.0	81.0	73.9	76.2	83.0	86.9	87.2
Building and Construction Materials.....	111	67.0	100.7	144.0	108.7	97.9	98.2	85.7	80.7	91.8	93.9	98.2	111.2	115.5	116.4
Manufacturers' Materials...	267	69.5	148.1	177.3	95.8	96.5	94.5	68.2	58.8	79.2	69.4	72.5	78.2	82.1	82.2
Classified according to origin—															
I. Farm—															
A. Field.....	186	59.2	134.7	176.4	91.2	95.9	91.1	63.5	60.8	79.5	66.8	69.4	79.2	82.2	82.3
B. Animal.....	105	70.1	129.0	146.0	95.9	97.7	105.2	90.6	64.6	80.6	82.2	83.4	99.0	101.6	102.4
Farm (Canadian).....	70	64.1	132.6	160.6	83.0	98.0	101.5	66.3	54.8	83.9	64.9	66.9	74.1	85.7	86.3
II. Marine.....	16	65.9	117.7	114.1	91.7	103.4	109.7	92.0	69.5	76.0	80.8	84.1	106.9	117.7	119.0
III. Forest.....	67	60.1	89.7	151.3	106.8	98.8	92.9	85.5	64.6	75.4	84.7	91.0	98.0	102.1	102.3
IV. Mineral.....	203	67.9	115.2	134.6	106.4	98.8	92.1	85.7	81.7	88.2	87.8	92.2	97.5	98.0	98.9
All raw (or partly manufactured).....	245	63.8	120.8	154.1	94.7	97.4	97.2	70.4	59.3	81.1	72.1	76.1	85.3	93.1	93.5
All manufactured (fully or chiefly).....	322	64.8	127.7	156.5	100.4	97.4	93.5	82.8	71.7	80.7	80.3	82.4	93.3	92.2	92.4

† The Dominion Bureau of Statistics issues reports on prices with comprehensive figures as follows:—Monthly, Prices and Price Indexes (Canada); annually, Prices and Price Indexes (Canada and Other Countries).

* Prior to 1926 number of commodities was 236, 1926 to 1933 inclusive 502, and since January, 1934, the number is 578.

The Dominion Bureau of Statistics has issued an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. The figures at certain dates since August, 1939, are: August, 1939, 100.0; September, 100.0; October, 103.8; November, 104.3; December, 104.3; January, 1940, 104.2; February, 104.3; March, 105.5; April, 105.5; May, 105.3; June, 105.3; July, 106.4; August, 106.8; September, 107.9; October, 108.4; November, 109.7; December, 110.0; January, 1941, 110.4; February, 110.1; March, 110.2; April, 110.7; May, 110.9; June, 112.7; July, 114.9; August, 117.7; September, 119.4; October, 120.1; November, 121.4; December, 120.6; January, 1942, 119.9; February, 120.3; March, 120.6; April, 120.6; May, 120.9; June, 121.8; July, 123.9; August, 123.5; September, 123.0; October, 123.7; November, 125.0.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Wholesale Prices

The Dominion Bureau of Statistics index number of wholesale prices on the base 1926 as 100 advanced from 96.8 for October, 1942, to 97.1 for November. The animal products group advanced 1.4 per cent during the month and minor increases occurred also in the vegetable products group, the wood and wood products group and in the chemicals and allied products group. Other principal groups were unchanged. Comparative figures for the general index for certain earlier dates are 94.0 for November, 1941; 84.0 for November, 1940; and 72.3 for August, 1939, pre-war. Since the outbreak of war this index has advanced 34.3 per cent as compared with an increase of 82.1 per cent between July, 1914, and October, 1917, the equal period during the last war. Consumers' goods rose 33.8 per cent between August, 1939, and November, 1942, producers' goods 34.2 per cent, and Canadian farm products 47.7 per cent. Since the introduction of price control in the autumn of 1941, the increase in the index was 3.5 per cent compared

with an increase of 31.9 per cent between October, 1916, and November, 1917, the similar period during the last war.

Explanatory Note as to Retail Prices

The table of retail prices and rentals shows the prices at the beginning of November of seventy-six staple foodstuffs, groceries, coal, wood and coal oil and the rent of six-roomed houses in sixty-nine cities throughout Canada. All prices are for delivered goods. The exact quality for which the quotations are given is set forth in the case of each commodity and every effort has been made to ensure that the quotations in each case refer to the same class of commodity in order that the statistics may be available for purposes of comparison from month to month, from city to city, etc. The prices of foods and groceries in each city, except the following, are the averages of quotations reported to the Dominion Bureau of Statistics by a number of representative butchers and grocers; milk, bread, shoulder of veal, leg roast of pork, unsliced bacon, dairy butter, evaporated apples, vinegar and coal oil. Information as to the prices of the foregoing, with the exception of milk and bread, is obtained by the correspondents of the *LABOUR GAZETTE*. The prices of milk, bread, fuel and the rates for rent are obtained by the Bureau of Statistics and by the correspondents of the *LABOUR GAZETTE*.

The quotations for rent are the prevailing rates for six-roomed houses of two classes in districts extensively occupied by workingmen. The first class is of houses in good condition, favourably located in such districts with good modern conveniences. The second class is of houses in fair condition, less desirably located but still fairly central, without modern conveniences.

By Order in Council P.C. 8965, dated November 21, 1941 (*LABOUR GAZETTE*, December, 1941, page 1462), the price ceiling established by P.C. 8527 (*LABOUR GAZETTE*, November, 1941, page 1371) was extended to rentals charged for all real property, the order to be administered by the Wartime Prices and Trade Board. Under authority conferred by Order in Council P.C. 5003 (*LABOUR GAZETTE*, October 1940, page 995) the Board from time to time had fixed maximum rentals for housing accommodation in certain of the cities in the list on page 1498. In these cities the maximum rentals already fixed continue unchanged, based in some cases on those in effect on January 2, 1940, and in the others on those in effect on January 2, 1941. The former are Halifax, New Glasgow, Sydney, Thetford Mines, Kingston,

Ottawa, Windsor, Brandon, Calgary, Nanaimo, New Westminster, Prince Rupert, Vancouver and Victoria; the latter are Truro, Moncton, Brockville, Belleville, Fort William, Hamilton, Niagara Falls, Oshawa, Peterborough, Port Arthur, St. Catharines, Sault Ste. Marie, Regina, Edmonton, Medicine Hat and Lethbridge. In all other cases the maximum rental for any housing accommodation is the rental which was in effect on October 11, 1941. Provision is made under the orders of the Board for variation of the maximum rentals for any accommodation under certain special circumstances affecting the accommodation.

Retail Prices

Beef prices averaged higher at the beginning of November than one month earlier. Under a new order of the Wartime Prices and Trade Board, dated October 6, maximum wholesale prices of beef were increased \$1.50 per cwt. for the period October 13 to December 23. Thereafter seasonal increases at certain dates were provided for. The provisions for retail prices are similar to those under previous orders except that provision was made for a maximum markup of 7 cents per pound (*LABOUR GAZETTE*, November, 1942, page 1282). Sirloin steak averaged 38.1 cents per pound at the beginning of November, 36.9 cents for October 1, 34.2 for November, 1941, and 28.0 cents for August, 1939, the last pre-war month. Prices of fresh pork and of bacon were slightly higher. Fresh eggs averaged 5 cents per dozen higher at 55.4 cents per dozen. Supplies were reported to be short and stocks of storage eggs at November 1 were only about one-third of those at October 1, and about 25 per cent lower than one year ago. Creamery butter averaged one-half cent per pound higher at 40 cents at November 1. Production during October was slightly higher than for October, 1941; but the total for 10 months of 1942 was 2.5 per cent lower than for the corresponding period in 1941. Production of cheese increased about 39 per cent in this latter comparison and the price at November 1 increased fractionally during the month under review to 34.1 cents per pound. Potatoes averaged slightly higher at 39.6 cents per pound. Oranges increased in price from 41.4 cents per dozen to 46.1 cents.

The following are the prices reported for Welsh coal "cobbles" and "French nut" at the beginning of November, 1942: Halifax, \$18.50; Charlottetown, \$17.90; Saint John, \$18.50; Quebec, \$16.50; Three Rivers, \$17.25; Sherbrooke, \$18.75; St. Hyacinthe, \$17.50; Montreal, \$17.75.

PRICES IN GREAT BRITAIN AND OTHER COUNTRIES

THE following notes afford information as to recent changes in prices in Great Britain and certain other countries. Tables giving the official and certain other index numbers of cost of living, retail and wholesale prices, in Great Britain and certain of the principal industrial and commercial countries appeared in the October issue of the *LABOUR GAZETTE*. Since these monthly notes are all compiled from British and foreign sources, the information contained therein usually deals with conditions prevailing some months previous to the date of publication in the *LABOUR GAZETTE*. In Great Britain, both wholesale and retail trade are now subject to government control, the main objects of which are to conserve supplies of vital materials and to protect the public from unwarranted increases in prices. In order to achieve these ends the government of the United Kingdom has fixed retail and wholesale prices of some articles and is controlling the entire trade in some commodities, including importation and exportation.

Great Britain

WHOLESALE PRICES.—The Board of Trade index number, on the base 1930=100, was 160.0 for October, an increase of 0.6 per cent for the month. Food and tobacco, as a whole, were 0.8 per cent higher due to a rise of 4.4 per cent in cereals. Industrials materials and manufacturers were 0.4 per cent higher, the chief change being an increase of 3.2 per cent in the chemicals and oils group.

COST OF LIVING.—The index number of the *Ministry of Labour Gazette*, on the base July, 1914=100, was 200 at October 1, showing no change from the previous month. Food was one per cent higher, with higher prices for bread, flour and milk, although potatoes were lower in price. Clothing prices were about two per cent lower than the previous month's level. Rent, fuel and light and miscellaneous commodities were practically unchanged.

Newfoundland

COST OF LIVING.—The index number of the Department of Health and Welfare on the base October 1, 1938=100, was 147.8 at November 7, an increase of 2.1 per cent for the month. Food prices advanced 5.1 per cent, fuel and light 0.9 per cent, while clothing and sundries were unchanged.

Australia

WHOLESALE PRICES.—The index number of the Commonwealth Bureau of Census and Statistics, on the base 1928-1929=1,000, was 1,102 for March, as compared with 1,094 for February and 1,081 for January.

COST OF LIVING.—The official index number of the cost of food, groceries and housing, the weighted average for 30 towns, on the base 1923-1927=1,000, was 956 for the fourth quarter of 1941 and 978 for the first quarter of 1942.

United States

WHOLESALE PRICES.—The Bureau of Labour Statistics index number, on the base 1926=100, was 100.0 for October, an increase of 0.4 per cent for the month. Farm products advanced 1.1 per cent; foods one per cent; hides and leather products were slightly lower, while the other groups were practically unchanged.

COST OF LIVING.—The index number of the Bureau of Labour Statistics, on the base 1935-1939=100 was 119.0 at October 15, an increase of one per cent for the month. Food prices advanced 2.4 per cent, clothing 0.1 per cent, miscellaneous commodities 0.3 per cent, while the rent and fuel groups were unchanged.

National Health Services Commission Appointed in South Africa

The Union of South Africa has appointed a National Health Services Commission to study the legislative, administrative and financial measures necessary to provide the Union with an organized national health service which will ensure adequate medical, dental, nursing and hospital services for all sections of the people. The Commission has been asked to give particular attention to the provisions of the Public Health, Housing and Slums Acts, the organization of medical services for the Armed Forces, the National Nutrition Council and the report of the departmental committee on national health insurance. It will study such questions as free hospital services, health education, the training of personnel for an adequate public health program and the extension of existing research facilities. The problem of co-ordinating the activities of the central, provincial and local health authorities and of the Departments of Public Health and Social Welfare will also be considered. The nine members of the Commission include one woman, a representative of the South African Trades and Labour Council, a Senator, two members of Parliament who are also medical men, and others prominent in medical or administrative work.

The Minister of Health declared recently that the appointment of the Commission was part of the Government's preparation for post-war reconstruction and that on its recommendations would be based a "New Deal" in health services for the Union.

RECENT LEGAL DECISIONS AFFECTING LABOUR

Dispute Involving Claim for Union Recognition Held to be under British Columbia Conciliation and Arbitration Act

ON October 27, Mr. Justice Coady in British Columbia Supreme Court dismissed an action brought by a lumber company for an injunction restraining a board of arbitration appointed under the British Columbia Industrial Conciliation and Arbitration Act, 1937, from proceeding with the arbitration and for a declaration that no dispute existed between the company and its employees. It was agreed by counsel that the question for decision was whether the dispute was a dispute within the meaning of the Act. The plaintiff company's contention that it was not, was based on the fact that it arose out of the company's failure to enter into a collective agreement with a branch of the International Woodworkers of America, and that therefore it was not a dispute between employer and employees as required by the Act but between an employer and a union. Sec. 2(1) of the Act defines a "dispute" to mean

any dispute or difference between an employer and a majority of all his employees or a majority of all his employees in any separate plant or department of his operation as to matters or things affecting or relating to work done, or to be done by him or them, or as to the privileges, rights and duties of the employers or employees. . . .

The facts of the case were agreed to be as follows. A committee of the employees in the shingle division was elected to negotiate with the Company and it submitted a draft agreement. The negotiations failed and the committee applied for the appointment of a conciliation commissioner under the provincial Industrial Conciliation and Arbitration Act. The commissioner also failed to bring about a settlement and the Minister referred the matter to arbitration.

Section 5 of the Act provides that

It shall be lawful for employees to bargain collectively with their employer and, if a majority of the employees are, on the seventh day of December, 1938, organized into a trade-union, to conduct such bargaining through the officers of such trade-union, and if not on that date organized into a trade-union to conduct such bargaining through representatives of employees duly elected by a majority of the employees affected. . . .

The workers in the shingle division were not organized in a trade union on December 7, 1938, but the Court pointed out that the negotiations were not carried on by the union but by an elected committee of employees.

The plaintiff submitted, however, that there was only one item of dispute, viz., whether or not the agreement should be made with the union, and that that was not a dispute under sec. 2(1). The Court rejected this claim, holding that the question of union recognition was only one of several items in the proposed agreement, and that the agreement itself was merely an offer on the part of the employees for the settlement of the various questions at issue. The question of whether an agreement should be entered into with the union was a matter for the board to decide along with the other questions.

Counsel for the defendants argued that even if the only question at issue was that relating to the union, it would be a dispute within the Act. Section 7 prohibits any person from compelling, by intimidation or otherwise, any other person to join or refrain from joining a trade union. Therefore, it was argued, the employees have a right or privilege to join a union and seek union recognition, and that the "privileges" and "rights" of employees are among the matters covered by sec. 2(1). The Court considered it unnecessary to express an opinion on this point since the case had already been decided on other grounds.

This judgment has been affirmed by the British Columbia Court of Appeal and leave has been granted to appeal to the Supreme Court of Canada. *Bloedel, Stewart and Welch, Limited, v. Stuart et al*, (1942) 3 Western Weekly Reports 506.

Quebec Collective Agreement Act Applies to Construction Contracted for by Canadian National Railways

It was established by a decision of December 3 of the Quebec Court of King's Bench that building contractors executing work for railways under Dominion jurisdiction are subject to the Quebec Collective Agreement Act and thus liable to pay the assessments in respect of wages which are required under that Act. The Montreal Superior Court had previously maintained the action of two general contractors for recovery of \$344 which they alleged they had paid in error to the Joint Committee for the Construction Industry in the Montreal district. This sum represented assessments paid in connection with the execution of contracts between the respondents and the Canadian National Railways for construction and excavation work in and about Montreal. The respondents claimed that since they were performing work for the C.N.R. they were not covered by the Act. The Joint Com-

mittee appealed the Superior Court judgment and the Court of King's Bench allowed the appeal with costs.

The Collective Agreement Act provides that the Lieutenant-Governor in Council may order that a collective agreement between an employer or employers and a trade union governing wages, hours and apprenticeship in any trade, industry or occupation will bind the entire industry in the province or in a stated region provided that the Minister of Labour considers that the agreement has acquired "preponderant significance" in determining conditions in the industry. The parties to the agreement must form a joint committee to enforce it, and the committee has power, if approved by Order in Council, to impose an assessment on employers and workers. Section 38(c) provides that the Act does not apply to the operation of railways subject to the jurisdiction of the Parliament of Canada but this exemption does not include the construction of a railway or of the buildings connected with it. An Order in Council was passed rendering a collective agreement obligatory for the construction industry in the Montreal district, including "all engineering works, public building construction, and works of installation, rebuilding and demolition of public buildings," while another Order in Council authorized an assessment on the industry.

The Appeal Court held that the burden of establishing their exemption rested on the respondents and that they had failed to do so. The collective agreement had been made mandatory for all employers and workers in the construction industry in the district. It was the respondents in their capacity as contractors for the railway company, and not the railway company itself, who had hired the men employed on the work. The Act and the agreement therefore clearly applied since the respondents were engaged in construction and in engineering work as applied to construction. *Duranceau et al v. Comité Conjoint des Métiers de la Construction*, Quebec Court of King's Bench (Appeal Side), December 3, 1942.

Validity of Ontario Industrial Standards Act and Schedule Upheld

On September 4, Mr. Justice Mackay in the Ontario High Court of Justice dismissed an action by several manufacturers of men's and boys' clothing for declarations (1) that the Ontario Industrial Standards Act is ultra vires, and (2) that a schedule established under the Act for the plaintiffs' industry is invalid because of non-observance of statutory requirements in its adoption. A previous action for

the same declarations and also for an injunction restraining the defendant from enforcing the schedule under the Act was dismissed on June 14, 1940, by Mr. Justice Roach in Ontario Supreme Court. On March 14, 1941, however, the Court of Appeal ordered a re-trial because the trial Judge had declined to admit the evidence tendered by the plaintiffs. One of the plaintiffs, the Tolton Manufacturing Co., Ltd., discontinued the action.

The Industrial Standards Act provides that the Minister of Labour may, on the petition of representatives of employers or workers in any industry in any designated zone, authorize an Industrial Standards Officer appointed under the Act to call a conference of the employers and workers in the industry to investigate conditions of labour. The conference may submit a schedule of wages and hours for the industry, and if the Minister considers the schedule is agreed to by a sufficient representation of employers and workers, he may recommend to the Lieutenant-Governor in Council that an Order in Council be passed making it binding on all employers in the industry in the given zone. The Minister may establish an advisory committee, which assists in enforcing the schedule, for any zone or group of zones to which a schedule applies, and in interprovincially competitive industries the schedule may, with the approval of the Industry and Labour Board, provide for the assessment of employers and workers so that revenue may be provided for enforcement. The schedule for the men's and boys' clothing industry provides for an assessment on employers and workers of one-half of one per cent of the payroll or wages.

In attempting to establish that the Act is constitutionally invalid, the plaintiffs argued that this assessment is an indirect tax and that the Act itself, which provides penalties for non-compliance, is an invasion of the Dominion's power over criminal law. Mr. Justice Mackay held, however, that the assessment is not a tax but a payment for services rendered in attaining the purpose of the Act, and that the Act, though it may affect the criminal law, is nevertheless "clearly regulatory in essence and objective, and not penal . . . its pith and substance . . . is to regulate particular industries entirely within the Province, and therefore it is intra vires of the Provincial Legislature."

The plaintiffs contended that the schedule itself is invalid on the ground that some of the statutory requirements for the promulgation of a valid schedule were not complied with, viz., the requirements that there must be a petition for a conference, that the Industrial Standards Officer must have authority to con-

vene a conference and that a schedule must be submitted by the conference to the Minister. The Court found, however, that the petition, the authorization to summon the conference and the schedule submitted to the Minister were in proper form, for though no form is prescribed by the statute the facts were set forth clearly. In any case, the only condition attached to the passage of an Order in Council under the Act is that there must be a recommendation from the Minister. The plaintiffs did not argue that the Lieutenant-Governor in Council lacked power to enact anything contained in the schedule but merely that he had acted on improper information conveyed to the Minister. There was no remedy in the Court for a situation in which the Lieutenant-Governor in Council had conformed to the requirements of the Act. Up to the point at which the Crown gave effect to the schedule, the plaintiffs might have applied for a writ of prohibition to prevent the conference, if improperly constituted, from continuing its work or to prevent the Minister from approving a schedule improperly brought to him, or for writ of certiorari to review the regularity of the proceedings. When, however, the Crown had done what it had a right to do, the plaintiffs could not come before the Court and complain that the conference was not properly constituted. *Tolton Manufacturing Co. Limited et al v. Advisory Committee for the Men's and Boys' Clothing Industry for the Province of Ontario*, (1942) Ontario Weekly Notes 477.

Employer Held Liable in Manitoba for Accident Resulting from Failure to Take Reasonable Precautions

The Manitoba Court of Appeal on November 9, unanimously allowed the appeal of a labourer who had been injured while employed in the sorting yard of a Winnipeg dealer in scrap iron, steel and other metals, and awarded him damages totalling \$2,058. The appellant's work had consisted of shearing metal and sorting and piling junk. On the morning of the accident, he, along with other labourers, had been directed to move tractor wheels and cast-iron fly wheels to a part of the yard about 50 to 75 feet distant over a path about three feet wide. It had rained the previous night and the path was soft in places. When the men were moving a flywheel weighing about 1,000 pounds, the wheel sank sideways in a soft spot, swung around and fell on the leg and chest of the appellant who had no room to jump clear. It was testified that all the workmen in the yard had long been dissatisfied with having to move heavy material by hand, and that they had frequently complained within

the hearing of the foreman, and at least once directly to an official of the company, that a moving crane ought to be used.

Sec. 82 of the Manitoba Workmen's Compensation Act provides that a workman has a right of action against his employer if he suffers personal injury as a result of "any defect in the condition or arrangement of the ways...or premises" or of the negligence of his employer or any employee acting in the scope of his employment, and that he will not be deemed to have incurred the risk voluntarily merely by continuing in his employment with knowledge of the defect nor "to have undertaken the risks due to the negligence of his fellow workman".

It was argued on behalf of the respondent that wheels of the weight and dimensions of the one in question had been moved without mishap on innumerable previous occasions and that negligence could not be imputed since there was no reason for expecting an accident to occur. This argument was rejected on the ground that an accident cannot be excused by past fortunate experience but that the question as to whether negligence exists must be determined on the test laid down in *Blyth v. Birmingham Waterworks Co.* (1856) 11 Ex. 781:

Negligence is the omission to do something which a reasonable man, guided upon those considerations which ordinarily regulate the conduct of human affairs, would do, or doing something which a prudent and reasonable man would not do.

The employer, therefore, had a duty under both the statute and the common law to take reasonable care to provide proper appliances and to maintain them in proper condition. In the present case the path in itself was not dangerous, but when it became the cause of an accident due to its narrowness and the state of the ground, it must be said that there was a defect in the condition of the ways or premises. *Gretch v. Shragge Metals Limited* (1942) 3 Western Weekly Reports 536.

Manitoba Court Awards Damages for Wrongful Dismissal

The fact that in a written contract of employment the amount of the salary is not specified but is left to be determined from time to time does not render the contract unenforceable, according to a decision handed down on July 30 by Mr. Justice Major in the Manitoba Court of King's Bench. Damages of \$748.45 with costs were therefore awarded to the former manager of a co-operative creamery who had been out of employment for six months after having been dismissed in violation of his contract. The damages included \$98.45 for arrears of salary.

The plaintiff had had a written agreement with the defendant company for one year and this had been renewed for a further four years with the salary to be agreed upon from time to time. At the end of the first year of the four-year period he was dismissed for alleged cause.

The Court found that he had been a competent manager and that the defendant company had made substantial profits while he

was in charge. Allegations that his conduct towards the defendant's directors, employees, customers and shareholders had been such as to prejudice the undertaking were held to be unfounded. There was no doubt that the parties intended to and did enter into a contract, and the fact that no specific salary was stated merely implied that the salary would be just and reasonable. *Jaremy v. Vita Co-operative Limited* (1942) 3 Western Weekly Reports 513.

Recent International Developments in Social Security

Recent legislative enactments and proposals for new legislative measures in the field of social security mark "a deepening realization in the free nations that social security for all is one of the aims for which the war is being fought," Edward J. Phelan, Acting Director of the International Labour Office, said in a recent statement.

Proposals such as those of the Beveridge report (a summary of which appears on page 1406 of this issue) must be hailed, the statement continued, as heralding a new world-wide advance on the social security front—a front which was coming to be recognized as "an integral part of the programs of all the free nations in the struggle for a world in which President Roosevelt's Four Freedoms would be basic."

Among other evidence of the mounting interest in social security throughout the free nations, Mr. Phelan pointed to the decisions of the Inter-American Conference on Social Security held in Santiago, Chile, in September, with the co-operation of the I.L.O.; and to developments in New Zealand, Australia and the United States.

The Santiago Conference (LABOUR GAZETTE, November, 1942, page 1285) resulted in agreement among 18 Latin American countries, the United States and Canada, on a comprehensive program to further social security in the Americas, and on plans for permanent co-operation in carrying out this program.

Delegates to the conference agreed that it was necessary to take steps to bring the whole gainfully-occupied population in each country—workers in industry, commerce and agriculture, and the self-employed—together with their families, within the scope of contributory social insurance, and to provide them with a fully-equipped health service. The conference also recommended that representatives of em-

ployers and workers collaborate in the administration of social security.

Other examples of the widening interest in social security included the recent action of the New Zealand Government in instituting medical service, family allowances and a full set of cash benefits (a review of which will appear in a forthcoming issue of the LABOUR GAZETTE), the setting up by the Australian Government of a Commonwealth Committee to draft proposals on similar lines, and the introduction of family allowances and widows' pensions in the Commonwealth; and the introduction of a bill in the United States Congress to add disability benefits and hospitalization benefits to the existing social security scheme.

"The Santiago Conference agreed that the health and welfare of any one American nation was the concern of all," Mr. Phelan's statement concluded. "I am confident that the realization is rapidly growing that the social security of any nation in the world is the concern of all nations."

By an order of October 3, 1942, the President of the United States suspended the eight-hour law as it affects workmen employed on construction projects for the Civil Aeronautics Authority. This action he declared to be necessary for the successful prosecution of the war.

Under the 8-hour law, mechanics and labourers on public works could not be employed for more than 8 hours in any one day, except in case of extraordinary emergency. Where such men work more than 8 hours, as permitted by the new order, they must be paid time and a half for overtime